THE SURVEY

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All issues of The Survey are indexed in the Readers' Guide to Periodical Literature, to be found in most public and college libraries.

The Gist of It

CHARLES A. BEARD delights of late to describe himself as "a Connecticut farmer." But his readers, and very likely his neighbors, must see that here is no dirt farmer; rather a city child placed out in the country. He may plant pumpkin seeds, yet he reaps such magical crops as his Rise of American Civilization a year ago and the article on page 213, based on his address at the joint convention of those agrarian bodies—the National Municipal League, the Governmental Research Association and the National Association of Civic Secretaries.

J. EDGAR PARK, president of Wheaton College at Norton, Massachusetts, was born in Ireland, and during his student days at Queen's College, Belfast, was one of the founders of the social work in connection with the men working in the great shipyards of Belfast. He came to this country about twenty-five years ago and spent his second winter here in connection with the Adirondack Mission in charge of the social and religious work in a large group of lumber camps. Later, at Newton, Massachusetts, he was one of the founders of the social work among Italians. His article, on page 216, was given at the Massachusetts Conference of Social Work.

COLSTON E. WARNE, who studied for his doctorate at the University of Chicago and is now assistant professor of economics at the University of Pittsburgh, has been "interested in coal" for five or six years, and has studied mines and miners at first hand in Illinois and Pennsylvania. Page 223.

RUTH VORIS, who is on the staff of the New York School of Social Work, assisted with the study of unemployment and under-employment which she reports. Page 225.

PAUL H. DOUGLAS is on the faculty of the University of Chicago. His wage studies are widely known. Page 226.

HERBERT L. COGGINS' timely discussion of election issues and slogans has a very practical basis in his campaign for mayor on the Socialist ticket in the city of Berkeley, California. Page 227.

WILLIAM S. BUTTERWORTH, president of the U. S. Chamber of Commerce, is a member of the National Board of Playground and Recreation Association of America. His interest in this field dates back to the War when he was active in organizing recreation in the training camp at Moline, Illinois, his home town. His article on page 229 is based on his address at the Recreation Congress in Atlantic City.

GERTRUDE HOWE BRITTON, who describes a new and unique method of caring for convalescent cardiac children, is executive director of the Chicago Heart Association. Page 231.

FOR many years a private practitioner in Suffolk County and a leader in lay and professional organization for health and welfare, DR. WILLIAM H. ROSS is president of the Long Island Chamber of Commerce and of the new county board of health. Page 232.

MARY B. HARRIS was superintendent of women at the Workhouse on Blackwell's Island, New York City, under the administration of Katharine B. Davis as commissioner of correction; later she served in turn as superintendent of the New Jersey State Reformatory for Women and of the State Home for Girls of New Jersey; and upon the passage of the bill authorizing the Federal Industrial Institution for Women, of which she writes on page 235, she was appointed to serve as its first superintendent.

JAMES M. REINHARDT, who formerly taught sociology at the University of North Dakota, is now on the faculty of Morris Harvey College at Barboursville, West Virginia. Page 239.

SARAH C. N. BOGLE (page 240) is secretary of the Board of Education for Librarianship of the American Library Association.

ALFRED ADLER, M.D., is a Viennese psychiatrist, author of Understanding Human Nature (Greenberg) one of the most widely discussed books of the current year. He has twice visited this country as a lecturer. Page 241.

LAWSON G. LOWREY, M.D., is director of the Institute for Child Guidance, New York. His article on page 248 is based on an address before the National Association of Travelers' Aid Societies.

From The City, by Frans Masereel

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The City's Place in Civilization

By CHARLES A. BEARD

ANTAGONISM between the town and country, urbanity and rusticity, capitalism and agriculture, marks the long trail away from the beginning of civilization to the latest political campaign. From it have sprung endless conflicts in parliaments and forums, sometimes raging around scaffolds and flooding out on battle-fields. Out of it and in respect of it has arisen a vast literature ranging from Aristotle's Politics, written in the fourth century before Christ, through the works of Thomas Jefferson, down to the bill of McNary and Haugen. In a thousand subtle ways, not yet explored by the historians, this antagonism has affected our literature, our arts, and our theories of the good life. Is it not traditional that Babylon is the home of wickedness and the countryside the source of virtue?

Certainly no small part of the criticism directed against the urban business man springs from the ancient contempt which the fighting landlord had for the trader who supplied him with luxuries. Spengler's whole book on The Decline of the West, one of the three or four mighty books of our time, which has made such a furor in recent days, is built around this historic emotion.

Before he began to canvass for votes, Thomas Jefferson was convinced and openly said that

> the mobs of the great cities add just so much to the support of pure government as sores do to the strength of the human body. . . . Cultivators of the earth are the most valuable citizens. They are the most vigorous, the most independent, the most virtuous, and they are tied to their country and wedded to its liberties by the most lasting bonds. . . . When we get piled up on one another as in Europe, we shall become as corrupt as in Europe and go to eating one another as they do there.

Even some of the statesmen who, in Jefferson's time, advocated protective tariffs to encourage manufacturing, admitted the evils of cities, but thought they were offset by the utility of industries for national defence and independence.

Vigor, love of liberty, and virtue—these are the signs of rural superiority, according to the makers of tradition. No one will deny that there were in Jefferson's day, and still are, some elements of truth in the argument. But it may now be said with safety that sanitation has made our best cities freer from disease and suffering than most of the countryside. We no longer live in the walled and sewerless towns of medieval times. Some of the worst conditions of physical decay are in the pure air and under the open sky of the country. Moreover, science and the machine have demonstrated that, by the exercise of imagination and intelligence, cities cursed by their slums and ugliness and dirt can be transformed into places of beauty and inspiration. As for virtue, that must be judged in relation to temptation, and from this point of view neither the public nor the private morals of the city suffer by comparison. County, not city, government is the most conspicuous failure of American democracy.

WHATEVER our conclusion on this point for the moment, the fact remains, Aristotle or no Aristotle, Jefferson or no Jefferson, cities overshadow the country from the Elbe to the Pacific. They increase in number, grow in size, and absorb an ever larger proportion of the population of each industrial nation. Every invention adds strength to them, every increase in production draws the sons and daughters of farmers to their homes and factories. If a boy from an Iowa farm becomes president of the United States next March, it will not be on account of his familiarity with the hoe handle, but because he is primarily an engineer and promoter of business enterprise. If he loses the contest, he will lose to a boy from the sidewalks of a great city. America has seen the last log-cabin and hard-cider campaign.

Unlike the urban centers of antiquity, the cities which dominate our social scene are not built on commerce and handicrafts but upon manufacturing, upon machinery and science, with all that implies for esthetics and the good

life. Now no one will deny that industry as developed up to our time has been a deadly foe to beauty and the love of beauty—to the finer things of civilization. If any one has doubts on this score let him compare any American manufacturing town with Oxford or Cambridge in England—especially with those English towns before the advent of the motor bus. Before the inexorable march of the machine in the nineteenth century, art and architecture crumbled into hideous ruins. Lewis Mumford is right when he exclaims:

> It is hardly an exaggeration to say that from 1830 to 1890, the period when the traditional methods in all the industries were supplanted or at least modified by machine production, there is not a book, a piece of furniture, a pattern in textiles, a cup or saucer of new design, which deserves a place, except as an historical curiosity, in a museum of art.

For an even more sweeping indictment of the machine-city, we have only to turn to the writings of John Ruskin.

Criticism of the city is by no means confined to its esthetic aspects. The shrewd French observer, M. Siegfried, declares that America "is a materialistic society, organized to produce things rather than people, with output set up as a god." Our material prosperity, he continues,

> can only be obtained at a tragic price, no less than the transformation of millions of workmen into automatons. "Fordism," which is the essence of American industry, results in the standardization of the workman himself. Artisanship, now out of date, has no place in the New World, but with it have disappeared certain conceptions of mankind which we in Europe consider the very basis of civilization.

It would be denying the noses on our very faces to reject such criticism as wholly unwarranted and unfounded. With no little justification, such critics might add that, compared with our capacity to imagine and design, every industrial city in the western world is a disgrace to humanity, in spite of the amazing things already accomplished in public works and city planning. But without attempting to measure the exact degree of damnation that ought to be meted out to our machine-cities, we may properly ask, What is to be done about it?

ONE school of thinkers, believing that no good can come out of the machine, bid us destroy the steam engine and return to handicrafts and agriculture, the balanced and self-sustaining economy of olden times. Doctors of this persuasion point out the beauty of the old crafts, idealize the dignity enjoyed by the independent workman under that system, and in contrast paint a dismal picture of the standardized automaton of the machine-shop who spends his days making standardized motions and his nights in the jerry-built house of our industrial slums. It is impossible to ignore the appeal that lies in this scheme of thinking or the attractiveness of the ideal society which it outlines for us.

But whatever may be the heart's answer, the head makes a clear-cut reply: "Economically it is impossible to go back to handicrafts, to restore the self-sufficient community. Whether we like it or not, the machine drives relentlessly forward, crushing the old order to earth." If a return to the handicraft system is economically impossible, then a return to its arts is equally impossible. Dreamers may try to reproduce the beautiful old squares, churches, guild halls, and towers of medieval Europe, but as the best German city planners well say, all such efforts are artistic failures, simply because it is impossible in the modern age to reproduce the spirit of the artists who did the old work. The best of modern Gothic, if technically correct, is lacking in the indefinable aura which softens down the austerity of stone and crowns the noblest conceptions of the middle ages with a glory that commands silence. No, the lesson of the middle ages seems to be that beauty is not a ginger-bread decoration added to utility, but is basically an expression of the esthetic sense working through the whole structure of economy from top to bottom.

THERE is one other lesson in the cities of olden times, not to be ignored. It is that the pictures usually drawn of handicraft and commercial, or pre-machine cities, are false to life, or rather leave out of account the mass of the people. Nearly everybody in America knows about the glories of ancient Athens, the temples, public buildings, and sculptures. How many of them ever asked themselves about the homes and streets of the city, about the art and beauty of the countless thousands who slaved, labored and trafficked in that metropolis? Nearly every American has been to Rome by this time and has delivered an oration to his neighbors on the marvels of the Forum, the triumphal arches, and the Pantheon. How many of them ever stopped to inquire, How did the mass of the people who toiled and moiled around those centers of glory actually live and work?

Speaking of the masses in Rome, numbering about 300,000 in the age of Cicero, W. Warde Fowler tells us that we know little:

> The upper classes, including all writers of memoirs and history, were not interested in them. There was no philanthropist, no devoted inquirer like Charles Booth, to investigate their condition or try to ameliorate it. The statesman, if he troubled himself about them at all, looked on them as a dangerous element in society, only to be considered as human beings at election time; at all other times merely as animals that had to be fed in order to keep them from becoming an active peril. The philosopher, even the Stoic . . . though his philosophy nominally took the whole of mankind into its cognizance, believed the masses to be degraded and vicious and made no efforts to redeem them.

Cicero, so well known to our boy orators,

> when in actual social or political contact with the same masses could only speak of them with contempt or disgust. These multitudes lived in huge tenement houses; and the tenement house, adds Fowler, must have been simply a rabbit warren.

Cicero himself, like many of the best families of Rome, had money invested in slum property and we know from his letters that it was not always in a good state of repair.

So, too, of the idealized medieval city. It would be easy from authentic records to draw a far from beautiful picture of the life of the nameless masses who lived in fever-infested hovels under heaven-searching spires and glorious town halls, in the old days before the advent of the machine. Unfortunately for social science, we do not know much about these nameless masses, but we know enough to warn us against any vain imaginations, idealizing the handicraft city. Moreover, living examples can be found today in all parts of China. If any one wants to see such an object lesson, he can find it there with his own eyes—and nose.

The challenge of the agrarians, I frankly accept. Their right to their economic reward must be freely conceded. The necessity of maintaining a fair balance between agriculture and capitalism is, perhaps, the most important issue of our age, in Europe and America.

But the city is not inherently a menace to civilization,

as Jefferson believed. On the contrary, it is from the urban centers that the national economy of the future will be controlled, whether we like it or not, and it is the culture of urbanism that promises to dominate the future.

Indeed, we may well ask: What great book, painting, imaginative work, or invention has ever come from the country? Sir Isaac Newton was the son of a farmer, but he developed his talents at Cambridge. Gibbon was the son of a landed proprietor, but he wrote his immortal work in London and Lausanne. The talents of the old South were exhausted in oratory and politics. Dr. Long, of Georgia, one of the discoverers of anaesthetics, failed to make great achievements because he was without the laboratory and hospital facilities furnished by urban centers. Matthew Maury, one of our great scientists, a son of Virginia, unfolded his powers in Washington where the city furnished equipment for his researches, and a government job the leisure and opportunity. Noble virtues flourish in the country, but creative, inventive, and imaginative talents must have the facilities and stimulus of urbanism, certainly more or less, if they are to develop into great powers.

What, then, is our obligation and our mission? If we cannot go back to the pre-machine city or recover the arts of the handicraft age, what roads are open before us?

First of all, many things appear to be inevitable, and with the inevitable we must work. Cities will continue to grow; electricity will make it possible to remove many of the worst offenses against the esthetic sense; motor roads, released from the cramping limits of steel rails, will spread in every direction, bringing the city and country closer together; urban centers will expand into urban regions, breaking down for millions the old antithesis between town and country; city planning, having grown into regional planning, will be merged into state and nation planning, with technology as its basis. In other words, we are even now in the very midst of transforming the city inherited from the Augustan age of General Grant and Marcus A. Hanna. Only those whose business it is to observe tendencies have any idea of the magnitude of the processes already at work. Moreover, as Mr. Mumford, Le Corbusier, and the new German architects point out, the signs of a new and powerful esthetics, appropriate to the machine age, are already here, promising beauty as well as strength. That is not all; the vision of the new city takes in those masses ignored or scorned by the upper classes of antiquity and the middle ages.

OUR first task, then, is not to run from the machine, but to stand fast in its presence, to explore its significance, and to make ourselves master of it. Our second task is to nourish the imagination in the threefold aspects emphasized by Ruskin: associative, penetrative, and regardant or contemplative, and to keep burning his seven lamps of architecture: sacrifice, truth, power, beauty, life, memory, and obedience. Our third task is to encourage bold and imaginative thinking about the potentialities of the city, having faith that there is more hope in exuberant radicalism than in deadly conservatism. If radicals are usually wrong, it must be confessed that the conservatives who suppose things will never change are always wrong. Finally, let us accept the criticism of the European esthetes that ours is a mass civilization—for it is—and let us see what we can do with it, thus offering at least novelty to an old world heavily laden with other experiments.

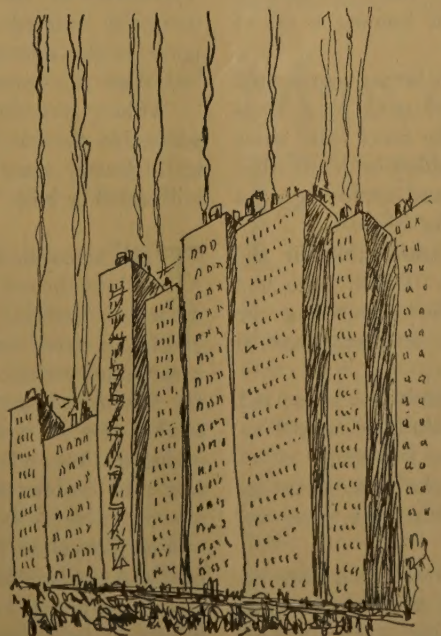
But in taking this view, we are not merely American. Many of the best city planners of Europe have frankly accepted steel, concrete, and machinery, and are clothing their dreams in new materials. If it is not sacrilege, I must confess that some of the new working-class houses built by the socialist administration of Vienna are to me more beautiful than most of the old Hapsburg piles, borrowed, copied, and ginger-breaded from half a dozen civilizations and expressing no creative sincerity at any point. Furthermore, it is about as thrilling to see working people living decently as to see upper classes living softly. This is merely personal and does not commit the National Municipal League under whose auspices this paper was first given.[1]

THERE is high authority for the position taken above. The authority of an artist no less distinguished and competent than Le Corbusier. His fundamental position is that we must accept the machine and do our best with it. And in his sketch of a plan for Paris, he has had the courage to outline the field of the coming battle between ideas and materials. He flatly says:

> The new event is the machine, which has reconstructed modern society from the ground up. However, we have not yet measured its significance. A revolution opposed to all previous centuries! No revolutionary spirit reigns, but we stand in the presence of revolutionary relations. We will formulate no revolutionary solutions but will adjust ourselves to a revolutionary state of affairs. If this adjustment does not take place soon, the growing sickness now threatening us will shatter social life.

After this preface, Le Corbusier boldly pictures the new Paris—a Paris that will conserve the beauties of the past while eliminating the consumption-ridden areas now spread all around the glories observed by travelers—a Paris that will make use of standardization, steel, and concrete, a Paris Taylorized. Yes the artist dares to invoke the shades of the American efficiency engineer! Then, without pronouncing any revolutionary formulas relative to private property, he indicates that the rigidities of landlordism will have to yield to the exigencies of productive industries and the requirements of a decent life.

If the task here outlined is staggering in its complexity and beset with oppressive doubts respecting our powers, still it must be admitted that it is as interesting as driving from one gasoline station to the next. Even the contemplation of its possibilities is as worthy of human nature as meditation on the chances of slipping into heaven through the narrow gate of personal perfection.



The city streets. Drawn by Hendrik Willem Van Loon for the Quarterly of the Women's City Club of New York

[1] From an address delivered at the annual meeting of the National Municipal League at Cincinnati, on October 16, 1928.

The Spirit of Social Work

By J. EDGAR PARK

ANY one who undertakes to modify the arrangements of human society must feel like the small boy who was trying to lead a St. Bernard dog up the road. When he was asked "Where are you going to take the dog?" he answered breathlessly, "I'm going to see where he wants to go first!"

There have been three attitudes of mind habitual to those interested in what is known as social work: The first is the *feudal*. The second, from which we are perhaps just emerging, is the *scientific*. And the third is the *humanistic*.

The feudal attitude of mind was characterized by patronizing. The visitor in the poor family informed them, "You are unhappy because you are bad."

The scientific attitude was characterized by the filling in of many forms and the accumulation of statistics. Here the inspector informed the poor family, "You are unhappy because you are ignorant."

The humanistic social worker is perhaps more likely to meet the poor family in her own home than in theirs, and her attitude of mind may be understood from her remark to them, which is: *"We* are all unhappy because we are inhuman."

The first wishes to do something for them; the second, to do something to them; and the third, to do something with them.

Many humorous stories are told of the days when the patronizing feudal attitude was in vogue. A recently published diary of a pious lady of the early eighteenth century tells of her care of the poor in her neighborhood. She always kept a jar in her larder into which she deposited the tea-leaves remaining in the tea-pot at the close of her afternoon cup. These second-hand tea-leaves were afterwards, she explained, distributed to the poor. A charming incident, which, if criticized today, might perhaps bring the retort that the modern woman of fashion does not care enough for the poor even to go to the trouble of keeping a jar of denatured tea-leaves for them.

Perhaps the patronizing attitude is even better represented by the story of the small boy who lived next to a large orphan asylum. He made friends over the fence with some of the orphan boys, and when he was scolded by his mother for making himself sick by eating so many apples he gave as his excuse that the orphans wanted the cores.

There was something delightfully comfortable in the feudal attitude toward social betterment. Punch once had a scene in which a district visitor is shown entering the cottage of a poor woman. The visitor is evidently new to the business and somewhat embarrassed.

The cottager says: "I'm quite well, thank yer, miss; but I ain't seed you afore. Y're fresh at it, ain't yer, miss?"

"I have never visited you before, Mrs. Johnson."

The woman dusts a chair. "Well," she says, "yer sits down here, an' yer reads me a short psalm, yer gives me a shillin', and then yer goes!"

There are still remnants of this comfortable, superior attitude in the world today. It was only a few years ago when, in Tunbridge Wells railway station in England, I saw a dear old deaf lady alight from the station hack, count out into the cabby's hands the exact fare, and then adjure him in a voice heard all over the station, "Now my good man, don't spend that in drink."

But as usual, the feudal charity visitor has been laughed out of court. Her whole demeanor appeals to our sense of the ridiculous. I attribute this change in part to the influence of Gilbert and Sullivan's operas and the spirit of Robert Louis Stevenson. Although Gilbert and Sullivan did not have very much to say about social service, their whole influence was against the pharisaic, smug, unreal point of view of which the feudal visitor is the fruit.

Gilbert and Sullivan's services to humanism are not yet fully recognized. How many bubbles besides the House of Lords almost burst in the hilarious gale when that procession of peers passed:

> Loudly let the trumpet bray!
> Proudly bang the sounding brasses!
> As upon its lordly way
> This unique procession passes.
> Bow, bow, ye lower middle classes,
> Bow, bow ye tradesmen, bow ye masses!
> Blow the trumpets, sound the brasses,
> We are peers of highest station,
> Pillars of the British nation!

And Stevenson's Child's Garden of Verses is full of gentle sarcasm directed against that superior pose.

Added to this was the rebellion of the worm itself. The Buffalo charity visitor who was greeted at the door of the house of poverty with the words, "If it wasn't for the likes of us the likes of you would be out of a job," reminds one of the Irish peasant who said to a similar intruder, "Get along. You can't save your soul off of us."

Succeeding this stage came a very bad attack of scientific charity work with its attempt to treat individuals as cases and to evolve on general principles a science of relief. Thousands of rolltop desks and typewriters almost automatically evolved this period. Questionnaires were looked upon as the source of all knowledge, and charitable relief lost even the romantic glamor that it had in feudal days.

"What, give the poor cat a piece of meat? That would pauperize the cat. Always help a mendicant to help himself. Scatter some crumbs on the sidewalk—maybe the cat will catch a bird."

THE scientific method of charity relief made it necessary to raise money for it by mechanical means. Scientific charity is uninteresting insofar as it is dehumanized. Instead of giving an extra helping to Oliver Twist, you subscribe to a community chest. This simplifies the financing of charity for the time being, but it remains to be seen whether the method has in it enough red blood to stimulate continued giving in times when giving means self-denial. Oliver Twist was told to bow to the board, and seeing no other board but the table he bowed to it.

The defects of the scientific method were that it generalized too easily from insufficient knowledge of the intricacy of human nature; secondly, that it committed the age-long fallacy of believing that information is the universal means of salvation; and third, that it is apt to become stultified in its own mechanics, abandon the business in order to get

time to keep the filing system up to date, and so, as the Germans say, pour out the baby with the bath.

There is a curious, solemn, uninteresting atmosphere about pseudo-science; even though it is right, it finds it hard by its own weapons to fight charming misinformation and romantic ignorance.

> Mr. Leach made a speech
> Angry, neat and wrong.
> Mr. Hart, on the other part,
> Was right and dull and long.

Yet we owe a great deal to the scientific period through which we have passed. It has at least shown us *our* ignorance and saved a great deal of inefficient bungling. "My sister," a man once remarked, "is one of the most loving and unselfish of souls, but half a dozen people have to follow her around to clear up the unfinished jobs of unselfishness she leaves behind her."

THE scientific period probably did not respect enough the sentiments of poetry and mercy as motives of social service. It felt that they had been overworked and outworn. And it was right insofar as it could substitute for them the new motives of chivalry, good fellowship, moral adventure, and statesmanship.

The newer attitude toward social service which I have called *humanistic* carries over into it, I think, the best of what there was in the sense of pity which existed in the feudal era and also the desire to work with facts and understand origins and causes which stimulated the scientific era.

But it possesses in addition something of the old mystic's reverence for human nature, something of the old saints' humility and conviction that there are more things in heaven and earth than it has dreamed of in its philosophy, more of the sense of humor due to a suspicion that there is an egregious element of effrontery in any one's presuming to meddle with any one else's life. It strives to go deeper into social situations by trying to understand what is going on inside the heads of its own workers and their victims. It believes that no service to humanity is clean which is not both intelligent and passionate, that the understanding heart is an achievement of more value to society than either the understanding head or the feeling heart alone.

It has in addition a greater social sense of communal responsibility. It does not try to convince the unfortunate that their unhappiness is due to badness nor even to ignorance, but it appreciates that we all are in the same boat and that the origins of maladjustments are hard to discover and lie far back in the human arrangements and accidents of the past.

Carlyle, Samuel Butler, and Bernard Shaw are types who saw the essential social nature of salvation. The baby in the most exclusive, solitary nursery on Fifth Avenue cannot be safe as long as disease germs are allowed to breed freely on the dying bodies of the babies in central Africa. The only hope of having the manners of your child in its expensive private school perfect through life, lies in the raising of the manners of the nation, if not of the nations.

The new humanistic attitude toward social service places more emphasis on those virtues that can only be passed on through a personality, than it does upon the middle-class virtues which are mechanically transmitted and mechanically efficient. The older I grow the more consolation I get from what I consider to be the greatest novel in the world, the history of Don Quixote.

When Don Quixote died it was true that all the things he thought he had been doing of value to the world were a joke, and yet he had around him at his bedside a little group of people to whom he was the Knight of the Holy Ghost because of the personality and spirit which had won their admiration and kindled their emulation. God must be served by adverbs. It is not so much what you do as how you do it that matters.

One of the hardest educational problems today is to appraise aright the relation between these middle-class virtues, such as accurate observation or abstract justice, and the supreme human qualities of imagination, with its children, sympathy, unselfish devotion, and healthy-mindedness.

In a character like Jane Addams we seem to have achieved such a type, one who knows the mechanics but knows of how little value they are without the spirit. For the parable of the Good Samaritan should, of course, be greatly extended in modern times. You would not only have the purely formal priest and merely aesthetic Levite passing on on the other side. You would not only have the emotionally touched Samaritan reaching at his two pennies and binding up wounds with his oil and wine. But you would have a human being, logical and well-informed, not merely touched by the sense of beauty in the world, or by pity and charity, but one in whose heart other people found all these qualities and who had in addition the modern inventive statesmanship which would enable him so to reconstruct the road from Jerusalem to Jericho as to make it a beautiful road of friendly homes rather than a barren hiding-place for thieves.

The end of life seems to me to be achieved when one unites in one's own person these hitherto almost alien elements: the analytic intellect and the understanding heart and the imaginative spirit. An old mystic once said, "More good has been done in this world by those who set out to love God than by those who set out to love men." That is the truly religious point of view, and if broadly enough interpreted I believe it to be valid. It is the glimpse of the light that never was on sea or land, of the new Jerusalem which ought to be, which is the true incentive in laboring for those whom the world has made ugly and whose ugliness the world cannot forgive.

Marco Polo & Co.

FIVE hundred years ago Marco Polo crossed a bridge over the Yung Ting Ho, when his wanderings took him into the hinterland of China. That bridge still stands. To it come motor cars over a spur road out of Peking connecting with the network of new motor roads that were built by engineers with aid of American money in the days of the 1921 famine. It was then, as it is now, American policy to give aid to the poor by means of wages on public improvements. Immediately up-stream from this bridge, if Marco Polo could visit it today, he would see a modern irrigation project newly built under the guidance of an American engineer to take water from this same Yung Ting Ho to make fertile the nearby fields and insure a food supply for old Peking. It is an amazing story of charity on a great scale, working with both hands and taking pains—accurate, engineering pains—to let each hand know what the other is doing.

China need not starve. If she had capital enough to

cultivate and fertilize her whole food area, instead of 25 per cent of it; to prevent floods; and to carry food where it is needed, she could feed a billion people instead of four hundred million. As it is, her rivers overflow—and there's famine over a wide area. Or a local shortage due to a crop failure cannot be met by native resources for sheer lack of transportation. In spite of pony-carts, camels, water buffalo, river junks, and occasional railroads, transportation of goods in China is still largely by carriers—a great load of ninety pounds on a man's back. That, parenthetically, is one reason for growing poppies instead of food in remote provinces, for a man can carry four hundred dollars' worth of opium over a thirty-day trip to a seaport at a cost of thirty dollars, while if it were rice he could carry no more than his own food for a few days.

AFTER the famine of 1921, the International Famine Relief Commission worked out a program of prevention through flood control, irrigation and road-building. It would relieve the destitute by the payment of wages, and prevent famine through permanent public works safeguarding the fields and furnishing roads over which food could be carried to hungry regions. It is based on the British plan which has practically eliminated famines from India. It is working well. Road-building, in particular, has become one of the great popular activities in China—soldiers, farmers, school children, normal-school students, turn out to make the dirt fly when the chief engineer of the commission, Oliver J. Todd (C.E. University of Michigan) has laid out the route and set the grade. It has gone on steadily through the revolutionary years, even in districts controlled by bandit armies. In seven years, fifteen thousand miles of road have been built—a mere thread over the big map of China, but a gain of fifteen thousand miles. More, the beginning of something new in the world for, coming to life in a motor age, Nationalist China tends to jump over the railroad period of western countries and establish its transportation economy on the gas engine. (Page Henry Ford.) Railroad building is slow, expensive, and dependent on foreign loans, for which the lenders demand concessions. Motor-road building is relatively quick and cheap, and flivver-trucks can be put to work on it, mile by mile, as it is finished.

The commission's relief plan has been caught midway by a new famine. Eight million Chinese are living on soup made from grass and weeds with the probability that a half million will die if they are not fed from outside. The China Famine Relief Committee, with the Rev. S. Parkes Cadman as chairman, and offices at 205 East 42 Street, New York City, has begun a campaign for a fund of ten million dollars to be spent through the International Famine Relief Commission, on roads and levees and on a project of flood control near Tientsin. The need for American money is great—not only because poor people are starving and we are rich, but because the Chinese look upon Americans as friends to whom they can turn in time of need. Mr. Todd, who is now in this country, points out that of four million dollars spent by the commission since 1921, half has been American money and half Chinese, the greater part of the latter coming from a special tax on shipping laid by the Chinese government.

The orderly columns of his engineering figures show that the ten million dollars would pay the going rate of wages to perhaps one hundred thousand men on projects now ready to start. An almost equal number would be employed in transporting food, supplies, and other subsidiary operations. These, with their families, would number about one million persons—and that, says Mr. Todd, "would break the back of the famine." The work would be in the hands of young Chinese engineers working under Mr. Todd's direction, and he in turn is under the international commission with members from many western countries but a Chinese chairman, M. T. Liang. The United States has for long been a big brother to China. Here, says Mr. Todd, is an opportunity for us to act, outside of the controversial areas of trade and politics, in a constructive way. Our ten millions will be matched, dollar for dollar, by native money and will become a revolving fund to be rolled over the provinces where roads and flood control and irrigation ditches are most needed. As Mr. Todd sees it:

> China is going to be modernized in the next few decades. It is up to America to decide whether she will put her particular stamp of western democracy on China, or stand complacently aside while other nations, with more selfish motives, put their stamp on China. If we believe in our institutions and wish to perpetuate the present feeling of good-will toward us, then we will not hesitate to offer our civilization to China in a way that is acceptable to the Chinese. This means the extension in China of our trade, our educational institutions, our practice of medicine and of engineering, as well as credit and good-will. This is propaganda of the best sort—giving this eager young nation working examples of our American institutions. It is missionary work in the broadest sense.

MOREOVER, city planning has leaped the Pacific and is to play a part in the plan of reconstruction. Nanking, the new Nationalist capital, is to be rebuilt under direction of Henry K. Murphy of New York, the city planner of Canton and the architect of Peking Union Medical College. His plans for Canton, which may set a model for Nanking, show the entire city converging on a civic center of native buildings, with the emphasis everywhere on the native and against the occasional occidental building which has strayed incongruously into the oriental picture. Ernest P. Goodrich, a New York engineer, has contracted to deepen Pearl River so that Canton may be reached by ocean shipping. Mr. Todd is returning to China this month to organize a great task of canal-digging to control floods in the Tientsin area.

To set up the financial background for these large projects, the government has contracted with Edwin W. Kemmerer, professor of economics and finance at Princeton University, to go to China in January with a staff of experts who will undertake reforms of the currency, taxes, banking and other financial subjects. In addition, five prominent Americans have been invited to become "honorary economic advisers" to the government: Owen D. Young, Professor Jeremiah W. Jenks, Professor E. R. A. Seligman, R. N. Harper, and General James G. Harbord.

The whole ambitious plan is under government auspices, the news having come from Shanghai in an announcement by the minister of reconstruction, Sun Fo, who is a son of Sun Yat Sen, the founder of the republic. It is heartening to every friend of China to see the ingenuity with which the new government, now relieved of the necessity of daily warfare, has almost immediately called into its services western men of wide experience to carry out a plan which provides work for its disbanding soldiers, food for its sufferers from famine, and permanent public works.

The Common Welfare

CHRISTMAS SEALS

CHRISTMAS seals have come of age. In a couple of weeks, for the twenty-first time, literally millions of cheerful little stickers will go out through the mails, stores, associations, and volunteer workers, to bring back the pennies which in the aggregate will finance the organized tuberculosis movement for another year. They are so well known that they need carry only the double-barred cross to identify their source and purpose. Stamps were sold in Civil War times to further the humanitarian aims of the Sanitary Commission, precursor of the Red Cross. A Danish postman is credited with the idea of using them to support tuberculosis work. Jacob A. Riis wrote an article about him in The Outlook years ago, and ever since they have been used here, as well as abroad, for this purpose, first in sales sponsored by the American Red Cross and, since 1919, by the national, state and local tuberculosis societies, by agreement with the Red Cross. Several years ago the National Health Council, representing the group of leading national health agencies, expressed the opinion that this method of financing, now developed on so wide and intensive a scale, belonged, by a gentlemen's agreement, to the tuberculosis movement.

Hence it is with surprise, and a number of questions, that we read the appeals recently sent out by the New York Committee of the American Society for the Control of Cancer, asking cooperation in a sale of Christmas "labels" to promote its work. Its campaign opened a few days ago, just preceding the Red Cross roll call and the tuberculosis seal sale, and its ramifications of sales promotion and appeals have appeared far outside New York City and State. Perhaps labels are technically different from seals, but will hurried Christmas shoppers make a distinction? Is it sporting for another association, especially one in the health field, to ride in on the wave of popular support that the tuberculosis groups have built up by years of organized effort, and which now is their only wide public appeal? Good sportsmanship aside, is it wise? Obviously a newcomer has to identify itself with a statement of the purpose for which the label is sold—and these stickers bear the name of the American Society for the Control of Cancer. If labels for cancer, why not Christmas wrapping paper for mental hygiene? Or holly-bordered ribbons for heart disease? Or Christmas-tree ornaments emblazoned with the insignia of social hygiene? The seal-sale idea has proved an effective method of getting support for public health, as witness attempts of fraudulent organizations to imitate it, which have been stopped by injunction. But if even two or three legitimate organizations should appear in competition to gum up Christmas packages for the benefit of their diseases, isn't there more than a little danger that the holiday spirit will succumb to the germs?

CHINA'S ABC'S

MASS education is out of its Chinese shoes. It is growing fast; it has spread through the provinces; it can no longer be cramped. Early it burst through the confines of Pai-Han, and now the work of Y. C. James Yen bears fruit. From a handful of forty Chinese coolies stuck in the labor camps of Boulogne during the World War, coolies homesick and illiterate, the movement has already reached five million people. And this is only the beginning of what must follow within the Great Wall. "No country in the world has so respected education as China—nor needs it so badly." Thus spoke the founder of the Chinese National Association of the Mass Education Movement.

It was a dramatic tale he told, that night of the banquet held in his honor in New York. Y. C. James Yen's words had an electric quality, charged with the energy and earnestness of that small vibrant dynamo of a young Chinese, dedicated to serve his people. One-fifth of the world they are; too poor to pay for education or too busy to go to school, the great majority remain illiterate. And the other four-fifths of the human race can scarcely afford to continue blind to the potential perils if the masses "are not molded to adapt themselves to an increasingly complex society." It can be said with more than one meaning that it is the finish, not the start of a race, that counts.

In all the provinces they are learning to speak the same language; to read and to write it. And this new language contains the minimum requirements—forty thousand characters reduced to one thousand three hundred. Side by side with the teaching goes the purpose of raising living conditions through enlightenment, not only in letters but in "agricultural, industrial, commercial and general cultural techniques." In the hands of these teachers lies the hope of China, likewise the burden. And to them our hands should be giving hands, our privilege to help along the fund through the American Cooperating Committee, of which E. C. Carter, 129 East 52nd Street, New York City, is chairman. The Pacific era is just at its dawn, so Roosevelt said. Soon it will be Peking by plane for the week-end, so Y. C. James Yen says.

CANDLES IN SHADOW-LAND

"HARDLY more than a candle has been kindled to lighten the shadow-land of old age," wrote W. H. Matthews in a recent report of the New York A.I.C.P. Yet some rays of understanding are beginning to converge on the troubles of old people, to bring them help through medicine, legislation or the aid and counsel of social agencies (see The Survey, October 15, 1928, page 68). We have no wide-flung system of insuring old-age care and support, such as has become the accepted social policy in many European countries, but we are beginning to learn that our private and public patchwork is woefully inadequate, and becoming more so. A survey just completed by the New York Welfare Council shows that there are 10,700 beds in old people's homes in this city, while their lists include at least 6,000 waiting for a place, many of them penniless, others able and anxious to pay the fees that some private homes require. Among 350 recent applicants at the council's information bureau were represented seventeen religious faiths, and a list of occupations which started out "accoun-

tant, actor, advertising agent, architect, and author" and ranged through the alphabet to "Western Union night messenger."

The New York Academy of Medicine has just devoted its "graduate fortnight" to a medical symposium on old age. Though modern science has not shown an ability to develop man's capacity to rival Methuselah, it is increasing greatly the number of people who survive infancy and youth to attain the Biblical span. In the opening address of these sessions George E. Vincent, president of the Rockefeller Foundation, pointed out there are still untouched fields for preventive medicine and health counselling to promote a "saner senility." "Even if people are like clocks wound up congenitally to run for longer or shorter periods, this misleading simile could be extended to suggest that oiling and caring for the works are not a negligible means of keeping the time-piece going. . . . Doctors ought to be like the mechanicians who keep clocks going and on time, rather than emergency men to be summoned when timepieces stop or are too fast or too slow."

DANGEROUS AGES IN DENVER

IN married life, as the social agencies of Denver see it, the dangerous decades are the thirties and forties or even beyond. A study reported by John Gorsuch, chairman of the committee on dependency, at the first Denver city conference, showed that among some hundreds of "broken" families who had asked for aid during a three months' period, the break came in 44 per cent of the cases when both husband and wife were between 30 and 40, and in 45 per cent when both were more than 40. Death accounted for 55 per cent of these applications, divorce, desertion and separation for 39 per cent; all other causes for 6 per cent. The committee refrains from judging the causes of this family shipwreck, except insofar as the causes of death are known. Here the old enemy, tuberculosis, still led, followed by pneumonia, heart disease and cancer. It does point out, however, the heavy bill of 76 cents per person which the people of Denver pay each year for the support of broken homes, through family agencies alone. Most of these families had children and in all but a minor fraction, the children were too young to help support themselves.

The riddles of divorce, desertion and separation still remain largely unsolved. A commission which has been studying divorce for three years has just reported to the Episcopal House of Bishops that its difficulties are "well-nigh overwhelming." Suggestions of causes are not wanting: Hasty marriages and our lack of uniform marriage and divorce laws? But in many European countries also divorces have doubled in number in recent years. Apartment house living? Well, Europe had apartments years ago without finding them destructive of marriage. Lack of children and religious affiliation? Desertion, the "poor man's divorce," is commonly attributed to the presence of too many children, and it is unfortunately prevalent in Catholic countries where the church stands firmly on the indissolubility of marriage. Other conditions frequently mentioned as contributory causes—such as financial tension, sex tension and lack of emotional control—were studied with inconclusive result from lack of reliable evidence. The commission will continue its work, with the recommendation that normal schools, colleges and seminaries be asked to devote more attention to instruction in marriage and human relationships; and it offers the reasonable suggestion that "what is needed is the same thorough study and diagnosis as are characteristic of all good engineering and medical work today."

FIFTY YEARS OF PROBATION

WHEN our society wants to believe that it is more civilized than its forerunners, probably the most effective proof it can bring forward is not its wealth or its bathtubs, but the treatment of its weakest members, the very young and the aged, the sick, insane, unfortunate and criminal. The millennium, of course, still beckons on the horizon. Perhaps it always will be there—receding, like a mirage, as we advance. But that we are advancing seems hopefully clear in the realization that this week sees in Boston the golden anniversary celebration of the first probation law in the world. By that law, social work made its official entrance into the courts, insisting that an offender be treated as an individual, not merely the perpetrator of a certain crime. In these fifty intervening years a system of probation, in some form or other, has spread out from the criminal courts of Boston by federal enactment and by laws in all but one of the states. There are nearly four thousand paid probation officers at work in our courts. Eighteen countries of Europe, Canada, Mexico and some of the countries of Central and South America have followed suit. Nineteen of the states, led by New York, have adopted some method of state supervision of probation, and in 1921 the National Probation Association was organized to guide and further the movement.

Of course probation, which has been developed largely by local initiative and at local expense, is still spotty and in many places inadequate. It is more effectively used at present in the juvenile courts than for adult offenders, though in this latter field there are recent notable gains. The establishment of psychiatric clinics, available to the courts, have served as a great aid and stimulus to scientific probation service, and hold even greater promise for the future. On this fiftieth anniversary, celebrated by the Massachusetts Commission on Probation in cooperation with the National Probation Association and other groups in Boston, November 15-17, probation is really being tried throughout this country and in many other corners of the world. It means not only "the most progressive forward step in criminal jurisprudence in our time," as eminent students of law designate it, but a gradual relinquishing of the old law of tooth and claw, hatred, fear and retribution, toward the realization of scientific humanity.

HEARTS

FOUR years ago when The Survey devoted its November Graphic issue to Hearts, it was still a somewhat novel idea that the prevention and care of heart disease should be considered as a major project in the field of public health. In the interval there has been a rapidly mounting appreciation, both professional and popular, of its importance, and a growing list of state and local associations devoted to this subject alone or combining a cardiac program with other projects in public health, most recent among them a statewide heart committee just organized in Ohio.

New researches stress the burden of heart disease on industry. A study by Dr. Frank Pedley of the 1924 figures for New York City, found that while tuberculosis caused the deaths of 12.3 of all occupied persons, heart disease had

nearly double the number, with 24.5 per cent. Butchers had the highest rates in eleven occupations analyzed, while tailors, cigarmakers and shoemakers came next, well above the average; and clerical workers and painters presented the most favorable showing. In Great Britain, where mortality statistics are analyzed by "social class" as well as by age and occupation, heart disease, like tuberculosis, has a distinct connection with economic status. Among persons under 45, the rates for the most favored part of the population were only a quarter or a half those which obtained in corresponding age groupings of unskilled laborers. Such a prevalence of heart disease among people who must earn, and especially among those least able to sustain chronic and incapacitating illness, makes clear the need for prevention and for ways to adjust work to the capacities of cardiac patients. Employers are afraid to hire them, yet popular belief to the contrary, few persons with heart disease drop dead in their tracks. With proper clinical supervision and in suitable occupations, many can continue in useful and self-supporting work for many years. Hence the campaign of the American Heart Association and its affiliated groups for the examination and classification of patients according to what work they are fitted to do; the efforts to estimate the physical strains of various occupations. Beneath a program which may seem obscure to laymen because of its necessary technicalities and statistics, lies one of the outstanding dilemmas of life and death, and of bread and butter, which the doctors and social workers are called upon to solve.

UNEMPLOYMENT AND FAMILY RELIEF

AS the open season for budget-making draws near, social agencies from coast to coast are wondering what the winter will bring. Last winter's unemployment (see The Survey, March 1, 1927) made inroads on many a supposedly adequate plan. By September 1, the Provident Association of St. Louis had had to use 94 per cent of the funds allotted for rent, food and clothing in 1928. For the first time in several years the New York A.I.C.P. closed its annual statement with a deficit, due to the need of an extra $55,000 for relief. Their stories are duplicated in city after city. In a paper before the recent Ohio State Conference of Social Work, Wendell F. Johnson, director of the Toledo, Ohio, Social Service Federation, gave the results of his study of unemployment and family relief in that city. During the three-year period 1925-1927 Mr. Johnson found a striking correlation between the amount of unemployment and the burden of the social agencies, whether the latter be measured by the total number of active cases, the number of families receiving relief, or the number of families in which unemployment was considered the major problem. When men are out of work there is likely to be an increase in sickness, desertion, alcoholism, imprisonment for bootlegging, and the like. "It is unquestionably true," he believes, "that the family agency's entire load is influenced by the problem of unemployment, to a greater degree, perhaps, than by any other social problem." A practical deduction can be drawn from these Toledo records. In every instance the demands for relief started to increase from four to eight weeks after employment began its decline, and to wane at about the same interval after employment took an upward course. By watching employment curves for its particular city, a social agency may be warned a month or two in advance of what lies ahead, and thus gain a little time to make the best possible adjustment to coming needs.

NEW HAVEN TURNS FIFTY

"WE had the greatest fun," exclaimed a small boy returning from a birthday party. "We just screamed and screamed." They take birthday parties a bit more calmly in New England—but they have as much fun.

The Organized Charities Association of New Haven celebrated its fiftieth anniversary October 17-18, just a year after Buffalo, the oldest of these societies. The party began with an address by Dorothy Canfield Fisher on The Value of the Institution of the Family in Modern Society. A round-table on The Problems of the Wage-earner's Family, with Paul H. Douglas leading off, was followed by a luncheon at which Frank J. Bruno talked on The Family Welfare Movement in America and an afternoon round-table on Social Work and the Family, conducted by Gordon Hamilton. Mark the restraint. Not a program as overloaded as a cafeteria tray, not a single scream—but an unhurried discussion of a few factors in family welfare.

Professor Douglas discussed a family wage plan under which employes with dependents would draw additional pay from a fund maintained by groups of employers. Miss Hamilton added a colorful touch when she called for a showing of hands on which of three plans make for greatest family contentment—when the husband contributes the sole support, when he contributes the major support but has no objection to his wife working, and when the economic burden of the family is borne equally by both. Sole support got thirty-five votes, major support twenty-seven, and joint responsibility two—one man and one woman, but not, as the audience suspected, of one family.

WHERE WE LAG

WOMEN weary with too-long hours of work, with the strain of a double burden of home and factory routine, unable to sleep normally and healthfully during the day in their overcrowded homes, neglecting their children, cut off from normal social contacts, exposed to increased accident hazard and susceptibility to sickness—these are parts of the picture of The Employment of Women at Night, just published by the Women's Bureau of the U. S. Department of Labor. The study underscores the need for special protective legislation for women workers in industry, discussed in The Survey for November 1, page 156.

At the close of 1927, thirty-six countries, following the International Labor Conference in Washington, "had abolished the night work of women in industry or had taken steps, legislative or governmental, looking toward its prohibition." This left the United States, "through failure to prohibit night work for women over the main part of her territory," alone among comparable states.

In this country, only one-third of the states have any legislation prohibiting night work for women, and even in these sixteen states the present study finds "the laws are far from complete or effective." Investigation of American conditions discloses the same basis for such legislation as has led to its adoption by other nations. Of the 4,367 workers included in the present survey, more than 3,000 were working more than ten hours nightly. Small groups of women

had weekly schedules of seventy-eight and even eighty-four hours. "Extremes such as these are rightly emphasized, even if they occur only in isolated cases, as examples of what may happen in the absence of restrictions." In Passaic, New Jersey, of one hundred women textile workers on the night shift, ninety-two were mothers and more than two-thirds slept only five hours out of the twenty-four. In plants where day-shift workers were given forty-five minutes or an hour at noon as a matter of course, night workers were given twenty minutes at midnight and in some cases no rest period whatever. Although wage-rates for night workers are slightly higher than for the corresponding day shifts, their earnings show a tendency to fall below those of day workers. As in European countries, production drops both in quantity and quality on the night shift.

A highly significant section of the survey deals with European experience during the War, when protective standards went overboard in favor of production "without stint or limit." In England, the provisions of the Factory Act regulations were one by one restored, and the British War Cabinet Committee on Women in Industry reported that "on the whole, the protection in normal circumstances given to women and young persons by the provisions of the acts had amply justified itself by the unsatisfactory results of the relaxation which was to some extent necessary under the stress of war conditions."

This survey gives a clear picture of what the night shift means for women workers in American industry. It points out how we lag behind other countries in tolerating these unnecessary conditions of overstrain, impaired health, neglected homes and children, and it also shows how, here and abroad, night work means a slower rate of production, an inferior product and a negligible saving in overhead. The study should reinforce the efforts of the social agencies and enlightened employers who are trying, through an aroused public opinion, to bring the United States up to the standard of the rest of the civilized world in abolishing night work for women.

THE CHURCH AND INDUSTRY

A LABOR policy for a modern Christian church was submitted to the General Convention of the Protestant Episcopal Church, held recently in Washington, in the preliminary report of the Division of Industrial Relations of the Department of Christian Social Service. The report, prepared by Spencer Miller, Jr., of the division's staff, points out:

> Industrialism itself has become so pervasive—so much the very breath of our nostrils—that it is no longer a question of whether the church will concern itself with industrialism. Industrialism has become the characteristic feature of contemporary civilization, and the church, if it is to function effectively in the modern world, must function through an industrial order of society.

After summarizing the past activities of the Episcopal Church in industrial relations, a series of field studies of what it is now doing in its parochial capacity and some significant developments of the Church of England in its relation to industrial problems, this report urges upon the church a definite program of research and activity in the field of industrial relations. This program includes: study of fundamental problems of modern industrial relations, providing "leadership and advice to the clergy and laity in dealing with these problems;" compulsory seminary courses in industrial problems; personal contacts in each parish between the clergy and the local trade unions; conferences of representative churchmen who are employers "to discuss the implications of Christian principles in industrial relations;" a series of summer conferences or institutes for the clergy in different parts of the country; "tutorial classes for the laity" in the parishes.

Established in May, 1926, the Division of Industrial Relations began its work last February with a year's program of fact-finding in its new field. A complete report of its eight lines of inquiry will be published in the spring. Meanwhile, the convention has expressed its approval of this preliminary report by continuing the appropriation of the division. Whether the second year's work will continue the purely research activity of the initial year, or whether the division will try to make effective other sections of its program, is left to the decision of the industrial relations group. Certainly here is an effort of a great church body to prepare itself for direct and enlightened participation in the life of the going world.

HOUSEHOLD EMPLOYES

A NATIONAL committee on employer-employe relationships in the home, paralleling similar organizations on industrial and business relations, is to result from the recent two-day conference on "how the American home may be strengthened through the better adjustment of relationships between the homemaker and her employes." The conference, which was held in Washington, was called by the National Young Women's Christian Association. Its discussions brought out the fact that, although only about 5 per cent of American homes employ outside help, more than a million workers are involved and housewives find increasing difficulty in getting helpers in competition with industrial and commercial organizations. The conference recommended the term "household employe" in place of "maid" or "servant" and voted to request the Bureau of the Census to substitute this phrase for "domestic worker." It also declared in favor of the organization of employers and employes in this field, with contracts between groups of housewives and workers establishing minimum standards of household employment and individual contracts which would not undercut those standards. It was further urged that an employer-employe relationship take the place of a mistress-maid attitude, and that this relationship include agreements limiting hours of work, with additional pay or additional free hours for overtime. The 48-hour week was urged as the ideal in this as in other lines of work. The national committee will include representatives of the Bureau of Home Economics; the Women's Bureau of the U. S. Department of Labor; the Federal Board for Vocational Education; of placement, research, educational and other agencies in this field; and of actual employers and employes. Its work will be

> to learn what is being done now and has been done in this field, and to evaluate the experience thus gathered, considering such problems as standards of employment, education, placement and follow-up, legislation and organization; to formulate a program of research and experimentation; to seek the cooperation of agencies working in this field in carrying out this program; and to consider the desirability and possibility of securing funds for conducting this work and for carrying on additional study and experimentation.

The United Mine Workers in Defeat

By COLSTON E. WARNE

AFTER three years of the most intense warfare, defeat appears to be the lot of the striking miners of Pennsylvania, Ohio, and West Virginia. Defeat in this instance means the annihilation of the union in the area and the establishment of the "open shop." Most of those who are not blacklisted are begging for work upon whatever terms are offered. With a surplus of miners numbering over 100,000, employers are retaliating by making continued unemployment the lot of the more aggressive strikers. With the exhaustion of relief funds furnished by the miners' organization and the withdrawal of public support, the outlook for the miners' families is bleak. Unemployment relief is needed today as badly as ever strikers' relief was needed last winter.

The history of this protracted struggle is in its general outline undoubtedly familiar to all. In early 1924, the operators of the Central Competitive Field met with the United Mine Workers at Jacksonville, Florida. There an agreement was signed calling for a $7.50 basic wage with a contract extending until April 1, 1927. Before a year had ended, many leading operators (including the Consolidation Coal Company and the Baltimore, Rochester, and Pittsburgh interests) repudiated the contract and opened their mines upon a lower wage-scale. In August, 1925, the Pittsburgh Coal Company, the largest concern in the area, followed suit. Though the United Mine Workers declared strikes against offending concerns, such efforts were not aggressively pushed, and with the rush of export orders in the winter of 1926 following the outbreak of the British coal strike, many of the union miners drifted into the employ of companies that were accepting the agreement. By that time, however, the advent of a general conflict with the operators appeared inevitable. Wage-scales in the West Virginia and Kentucky fields had been lowered far out of the range of the Jacksonville scale and, with freight rates favorable to the southern fields, predominance in the lake cargo trade had fallen into the hands of the southern operators. The United Mine Workers which, in 1922, had 500,000 bituminous miners in its ranks, had lost 150,000 members and was fast waning in its power. Moreover, there existed in the United States a surplus of miners in excess of 200,000.

Don Brown in The New Masses

A Pennsylvania miner

Instead of accepting this turn of events and agreeing to a compromise with northern operators who for thirty years had been treating with the union, President Lewis of the United Mine Workers was disposed to take "no backward step" which would involve a reduction. So battle lines were drawn. On April 1, 1927, practically all of the members of the United Mine Workers in the bituminous fields were called out on strike to force the acceptance of the Jacksonville Scale. By mid-summer of that year, however, the highly unionized fields of Indiana, Illinois and Iowa were drawn out of the conflict by temporary agreements which upheld the Jacksonville scale. Thus with all the large producing areas of the country, with the exception of Pennsylvania and Ohio, in full operation, the market demands for coal were easily supplied. The price indeed was sagging. The question became that of whether the Pennsylvania and Ohio operators could stand the financial punishment involved in an extended strike.

Both sides were unusually well armed; hence the struggle was an extended one. The miners' treasury, fed by the contributions of 100,000 anthracite miners who were at work, also in the later period by the 100,000 Illinois and Indiana miners, was sufficiently full to build barracks, to pay benefits of two to five dollars a week, and to maintain a fighting organization in the area. Moreover the American Federation of Labor through its affiliated unions gave substantial financial assistance. The operators, for their part, were determined to accept substantial losses if only the United Mine Workers were crushed.

The conflict therefore was bitter. Miners were evicted from their homes, injunctions were issued, and strikebreakers were imported. Conditions became so bad as to shock the Senate Investigating Committee who, in a two-thousand-

word report, have summed up the distressing conditions in the industry. The privation encountered focussed the attention of the public upon the situation. Newspaper publicity made real the sufferings of the miners, housed in crude barracks on bleak hillsides during a cold winter.

Apparently, this privation has, at least for the time being, been for naught. The strike is lost. Everywhere a surplus of hungry miners crushed the resistance of the unionists. As one miner remarked to me: "These men are not 'scabs' for they are going back to work at a starvation wage. No! They are just unionists who have been starved enough to lose all power of resistance."

The climax of the strike came on April 1 of this year. Then the Pennsylvania and Ohio miners had been out for a year (some for two years) and still no agreement with the operators was in sight. At that time, the minority group within the union, under the leadership of John Brophy, held at Pittsburgh a convention of what was called the Save-the-Union Committee. This group in reality dates back to December, 1925, when John Brophy was counted out of the presidency of the United Mine Workers by John L. Lewis. A relief organization, known as the Pennsylvania and Ohio Relief Committee, had been maintained for some time despite the frowns of the "Lewis machine." At the April 1 convention, the Save-the-Union Committee hastened the split in the miners' ranks. They condemned Lewis in no uncertain terms, drawing attention to his twelve-thousand-dollar salary, to his action in drawing Illinois and Indiana out of the strike, and to his alleged inactivity in resisting injunctions, maintaining picket lines, and conducting the strike. The Save-the-Union Committee urged the Illinois miners to join the strike, called for mass picketing, and, indeed, launched an organizing campaign of their own non-union miners, choosing April 17 for a general strike.

The police activity in curbing the Save-the-Union Committee is a black chapter in Pennsylvania history. Hated by both operators and United Mine Workers' officials, the "radicals," as they were called, were fair prey to state troopers or coal and iron policemen in the area. Their meetings were broken up, picket lines were dispersed by a free use of clubs, and arrests were made by the hundreds. In the coke region, the Save-the-Union group was prevented from crossing the bridge into Fayette County. Western Pennsylvania had a "red scare" comparable to the one during the steel strike. At this juncture, the professional liberals in Pittsburgh entered the fray with the formation of a Constitutional Rights Committee which contented itself with giving a dinner in honor of the sheriff and philosophizing about the nature of civil liberty. When they adjourned for the summer, early in June, they had only succeeded in perfecting a constitution. The American Civil Liberties Union, however, lauched effective action which has since culminated in a score of suits against police officers, alleging assault.

THE Save-the-Union drive did not prove a success. Altogether eight or ten thousand men were brought out on strike. This was not a sufficient mass following to challenge the Lewis leadership. Organization work was difficult because of lack of funds, the activities of the police, and the apathy of the miners, who saw no hope in the situation.

About the first of May, John Brophy resigned. He had observed the trend of the Save-the-Union Committee toward a dual union, and had felt that this was a false step. Moreover, he was cognizant of the communist activity within the Save-the-Union Committee and was unwilling to compromise his position as a progressive. John Watt, a militant from central Illinois, succeeded to the chairmanship.

As summer approached, keen rivalry developed in the mining camps between the two factions of the United Mine Workers. Each side attempted to outbid the other in the matter of relief grants. At many places a person upon receiving aid from the Lewis group had to sign a statement disclaiming any connection with the Save-the-Union Committee. The revocation of charters was common, as was the expulsion of members of the Save-the-Union Committee.

The middle of July found the International Executive Board of the United Mine Workers willing to acknowledge defeat in their endeavor to maintain the Jacksonville scale. Each district was to be permitted to sign separate agreements upon whatever scale might be negotiated. Immediately following this decision, the Save-the-Union Committee made an open break and announced that a convention was to be held in Pittsburgh, September 9-16, for the purpose of forming the National Miners Union. By the time of the convention, however, the strike was broken and wages were again being cut. Not that all the miners had gone back to work—most of the strikers indeed could not find jobs.

THE National Miners Convention opened as a cat-and-dog scramble. The Pittsburgh police authorities had not furnished police protection or even a permit to meet. In the street in front of the Labor Lyceum where the convention was to be held, Lewis' followers assembled to greet "the professional strikebreakers" as National Miners Union men were called. As a consequence, one delegate to the new union was seriously beaten and many others injured. Convention members were even followed to their hotels and beaten. The police arrested more than one hundred delegates and attempted to hustle the rest out of town. Only through a secret meeting and through intervention by the American Civil Liberties Union did the convention continue. Finally, the sheriff reached the out-of-the-way hall at East Pittsburgh where the meeing was secretly convened and the convention was adjourned. Nevertheless, leaders heralded the fact that the National Miners Union had been born. Following the convention, the sheriff ordered that no National Miners meetings be held in Allegheny County, giving as the reason that that union is "not a constructive organization."

So the situation rests. The United Mine Workers has abandoned relief but is keeping a skeleton organization in the area by subsidizing district leaders. Factional fights are frequent, some have even resulted in murder. Hatred for the operators has also been marked. It was apparently no mere coincidence that three mine tipples burned in a single day recently. The mining towns show no evidences of the much-talked-of prosperity; indeed they are scenes of desolation. What will be the outcome, no one can predict.

Within the last month, the Illinois miners have ratified a $6.20 wage scale by a bare majority. This compares with the previous scale of $7.50 and the $5 scale now prevalent in Pennsylvania. A liberal estimate of the membership of the United Mine Workers at work in the bituminous mines would be 100,000. Thus a proud organization which, six years ago, enrolled more than 500,000 bituminous miners has been reduced to comparative impotency. The reasons for this situation will undoubtedly concern many ambitious labor historians in the near future. It will be a sad story.

Unemployment on the Job

By RUTH VORIS

ONE group of the hundred delegates at the Y. W. C. A. Industrial Conference, at Summit Lake Camp last summer, decided to devote its time to studying the unemployment experience of the conference membership. Members of the conference had come together to discuss the special problems of women wage-earners. Not all were industrial workers, although the majority of them were employed in factories. Others, however, worked in stores, restaurants, telephone exchanges, offices, and private homes. The study was undertaken primarily to give the members of the group a chance to learn how to draw up a questionnaire and how to make use of it and to focus the attention of the delegates on the question of unemployment rather than with the thought that it would add materially to our knowledge of unemployment and underemployment. However, some of the findings of this limited survey are of general interest.

The questionnaire was drawn up in a discussion meeting. The inquiry covered the girl's own personal experience in the past year, not what she had heard about the troubles of others. The questions were answered by sixty-nine factory girls and by sixteen employed in stores, restaurants, telephone exchanges, a laundry and a beauty parlor. Although domestic workers and girls in offices were interviewed, their reports are not considered in this summary because the conditions of their work differed too much from those of the other two groups.

It was the girls working in factories who reported time lost due to the absence of work to be done. Two-thirds of those reporting had lost some time during the year, from June, 1927, to June, 1928, because of plant reasons. In nine cases they had lost no whole days but during part of the year their normal working day had been shortened. One girl in an electrical establishment, for instance, had worked approximately two hours less than her regular day over a period of about five months. A textile mill in which one of the girls was employed had run only five or six hours a day for practically half of the preceding year. Possible earnings during the year had been materially affected by this shortening of the daily hours.

Thirty-seven girls had lost whole days during the past year because of lack of work. In some cases the plant had been closed down continuously over a period of several weeks while in others the lost time was due to successive weeks of only three or four working days. One girl in a garment factory had worked only three days a week for four months. A spooler tender in a textile mill had worked only four days a week throughout the year, while yet another textile worker had had work only three days a week during half of the year. In some instances, however, whole plants were shut down for a continuous period of several weeks.

In five cases the time lost amounted to one week's work or less, but for two-thirds of the girls who reported it was one month or more. In two cases it went as high as six months. The working time of five of the girls had been reduced during the past year both by shortened days and by shut downs of a day or more in length. For example, one garment worker had been in a plant which was closed entirely for two weeks and had worked a short day four weeks in addition to that. Another garment worker had been in a plant which was shut down for half of the year and during the remaining six months she had been employed on half time.

Two factors in the unemployment problem interested the group especially. One was the possible effect of speeding up upon the number of workers needed, and the other was the reduction of workers through the introduction of new machinery. Fifty-four girls from manufacturing industries reported as to whether new machinery had reduced the number of workers in their plants. Of these only six gave instances of such reduction. One girl in a hosiery mill stated that the introduction of the automatic topper had reduced the number of girls needed from three to one. Another textile worker reported that a new arrangement of machinery had increased the number of the ends which it was possible for the operators to tend and therefore had reduced the number of girls in that occupation.

Increased production during the last twelve months was reported by twenty-three of the girls and it was their

Wortman in the New York World

Employment Specialist—"But don't be discouraged, my dear, lots of intelligent people are out of work"

opinion that this had been general through the department in which they were working, the amount of the increase in output varying from 25 per cent to 100 per cent. In only eight of these cases, however, was the increase in production per worker accompanied by a reduction in the number of employes.

Some of the other workers told of reductions in force which matched very closely the conditions found in manufacturing industries. One telephone operator reported that the introduction of new equipment in her exchange made it possible for one girl to do the work formerly done by five. A bus girl in a cafeteria had seen the number of workers reduced following the installation of a conveyor.

Although at times during the year there had been too little work to go around, there had been periods when the rush of orders had demanded overtime work. Thirty-two of the girls employed in factories had worked overtime during the past year, and twenty-three of these were among the number who had lost time. One girl had been employed in a plant which was closed entirely for five weeks, and yet for a period of two months she had worked overtime in the evenings. In another case a girl reported lack of work for eight weeks, and irregular short-time work for eight months, and yet during two months of the year she had been working overtime.

It is not suggested that the experience of these one hundred girls at the Young Women's Christian Association Conference was typical of the situation throughout the country. It is a picture of under-employment, rather than of unemployment. For the most part, these girls were continuously on the payroll of some plant and were out of work only when that plant or some department of it was not operating.

Here Are the Facts

By PAUL H. DOUGLAS

AMY MAHER has for some years been one of the most useful citizens of Ohio. Not only has she been a powerful force for legislation and for other methods which would protect women and children, but she has also, through the Information Bureau of Women's Work, published from time to time industrial studies which have been models of scientific objectivity. The combination of reformer and scientist is all too rare, but Miss Maher has realized that true reform can only be based on facts and has not spared herself in accumulating accurate data to point the way to future policy.

This most recent publication of her bureau is an especially valuable achievement.[1] The Ohio Division of Labor Statistics has collected since 1914 very inclusive data from all establishments employing over five persons, on the wage-rates, annual earnings, and fluctuations of employment for both the men and women who are employed as wage-earners, clerks, or salespeople. The scope of this material is indicated by the fact that the number of employes thus included in 1926 was no less than 1,410,000. Unfortunately, however, this material, save for the years 1914, 1915, and 1923, has not previously been published and has instead been locked up in the state files. Miss Maher secured the cooperation of the Division of Labor Statistics in having the wage-sheets copied off and has prepared this admirable study for the period as a whole. The monograph is so full of meat that it cannot adequately be summarized in short compass, but it may be worth while to note a few of the more striking developments.

The proportion which women form of clerks has increased most rapidly during the thirteen years, rising from 39 per cent in 1914 to 50 per cent in 1926. The increase among the wage-earners was much less, namely from 14.1 to 15.5 per cent, while there was actually a relative decrease in the proportion of the salespeople who were women. The median weekly wage-rates of men from 1914 to 1926 in all three of these lines of work when taken as a whole were 115 per cent, or an increase of 26 per cent in real wages, using the Bureau of Labor Statistics index as a measure of relative living costs. The combined increase for women is shown to have been 121 per cent, or a real increase of 30 per cent.

The average annual earnings of men and women combined are shown to have increased from 1915 to 1926 by 118 per cent for wage-earners, 98 per cent for clerical workers, and 110 per cent for salespeople, or a combined average of 117 per cent. These were gains in real earnings of 31, 19 and 26 per cent and of 30 per cent for the entire group. These results, with the exception of clerical labor, coincide very closely with those which I have secured for the country as a whole. Miss Maher does, however, show an appreciably greater increase for clerks than that given by my study.

A comparison of women's wage-rates with those of men indicates that the median of the former is approximately 56 per cent that of the latter. Women's wages during the War, however, rose somewhat more slowly than those of men. During the depression of 1920-21, more men were laid off relative to their number than was the case with women. The monthly statistics of employment are indeed a most valuable addition to the general indices which have hitherto been computed.

There are many other features of this monograph which mark it off as a study of real merit but these may suffice to indicate some of the main conclusions. The study is, however, one which every student, teacher and social worker who has need of employment and wage data will wish to study in detail.

STARTLING reasons why a good many of us think as we do on public questions are set forth in High Power Propaganda by H. S. Raushenbush (New Republic, Inc. Twenty-five cents postpaid of The Survey) summarizing the hearings held by the Federal Trade Commission on the subject of propaganda by the power companies. The three main sections of this report deal with "the story of the free press"; the activity of the utilities in the schools in subsidizing instructors and text-book writers, and putting "doctored" information in the hands of college and highschool classes and in the grades of the lower schools, and the political activities of the power companies. The writer begins his report by pointing out that "during the past seven years there has apparently been more dirtying of the waters of public opinion, more muddying of the streams of education in schools, press and public groups than this country has ever seen before." Here is a sinister phase of our "industrial civilization." This pamphlet deserves wide reading and discussion.

[1] Wage Rates, Earnings and Fluctuation of Employment, Ohio, 1914-26, by the Information Bureau of Women's Work, Toledo, Ohio. 1928. 140 pp. Price $1.00 postpaid of The Survey.

An American Election

By HERBERT L. COGGINS

AN Ex-Politician and an Average Citizen once met on the corner. "Good morning," said the citizen, "I'm feeling fine, my wife's better and the baby's got a new tooth."

The politician's look said plainly, "What do I care about your baby's tooth?"

The citizen was nettled. "Oh, you don't remember, do you? When you were running for mayor you used to stop me every morning and ask about me and the wife and the baby."

This story pictures the aimlessness of American politics. Candidates are elected on personalities—not on issues. Their opinions regarding generalities are broadcast. Their opinions regarding specific issues and questions of public concern are rarely asked. The candidates take their cue from the public and avoid embarrassing situations. "Absolute and unqualified loyalty to our country," a slogan recently placed above the picture of a candidate in the national election, is typical of the meaningless appeal made by office-seekers and their friends the country over. The promiise of "absolute and unqualified loyalty"—the possession of attributes that are taken for granted in the least qualified of American voters, is offered as a reason why a man should be elected to public office, and the public is satisfied.

A recent election in one of our college cities illustrates the public's lethargy even more graphically. The city has a population of seventy thousand, mostly of the educated middle class. It surrounds a large university. In its voting it favors liberal and progressive measures, and especially those involving social betterment. There is a harmony between the university and the city government—between the theory of the class-room and the practice of the city hall. This extends to the schools and to the police department, which is recognized as a pioneer in the "scientific" handling of criminals. Fortunately—or is it fortuitously?—this city is not boss-ridden, nor is its government notorious for graft. Its politics are clean. Yet if the citizens were submitted to a mental test at the polls, they would be classed as mentally deficient.

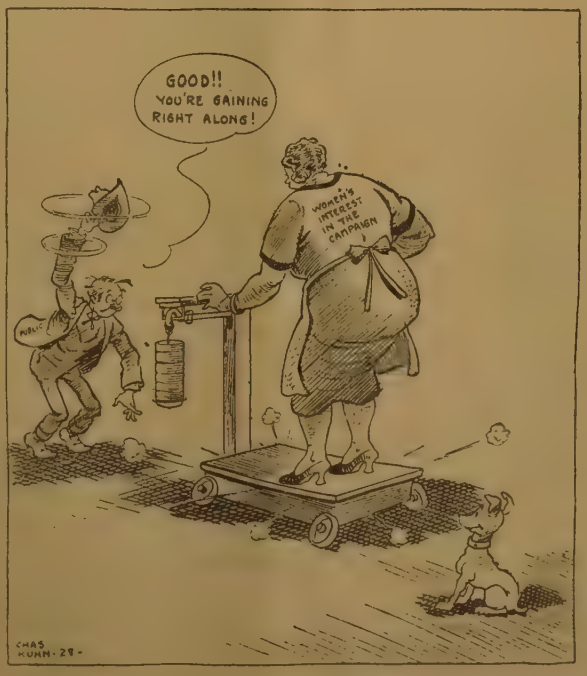
At the time of the election, the city faced important issues and problems. The public ownership of water was before the voters, and the possible purchase of a privately owned distributing system. The citizens were paying high water and power rates, and carfares and service were equally out of line. Street conditions and the sewage problem called for solution. The city's fire protection was in some respects primitive, a circumstance resulting some twelve months later in a fire that cost millions.

Yet despite the need of thought and action in municipal business, the voters frankly and unashamed gave such reasons as the following for the votes they cast:

He's a friend
He needs the job
He's a good fellow
He goes to our church
He belongs to my lodge
He's so good to his wife
He used to be a poor man
He is an alumnus of our college
He's rich and doesn't need the job
I knew he would win; I didn't want to waste my vote
Mr. Blank was the best man, but I knew he couldn't win

With possibly one or two exceptions, at no time were the candidates regarded as the future hired men of the city. They were asked no questions bearing directly on the business of the offices they solicited. Consequently their pre-election campaigns revealed an equal lack of philosophy. The men aspiring to handle the life business of a community of seventy thousand people gave such reasons as these for the meritorious consideration of their candidacy:

I was born here
I've lived here sixty years
I went to school here
My wife lived here all her life
I love our beautiful hills
I am a tax payer
I am a business man; I will give a business administration
My children were born here
I believe in the future of my city
I want to see the harbor full of ships
I love my city
I have forty tenants and they all speak to me
I believe in honesty in public office
I believe in pure water
I need the position
I don't need the position
I want to serve my city
I didn't want the office. My friends urged me to run



Kuhn in Indianapolis News

In many instances a candidate's entire speech was but a series of stereotyped sentences. On one occasion, in a spirit of mischief one office-seeker arriving first at a meeting, predicted almost word for word the speeches of those who were to follow. The candidates who came after him mistook the merriment that greeted their speeches for approval. The growing laughter of the audience turned a large political gathering into a farce.

A CLOSE contest for the office of mayor rose to even greater absurdity. Attempting to capitalize the public's preference for a "democratic" man, one of the candidates offered the following early experience to qualify for the office of the city's first executive: "I handled dirty linen on board ship and holy-stoned the deck." Not to be outdone, his opponent countered with, "I didn't handle any dirty linen but I sold collars and shirts when I was working my way through college."

Women in their daily life have always been accused of representing the minimum of business reasoning, but what sagacity and sound judgment they display in comparison with the general intelligence that both sexes apply to their choice in an American election! We have yet to learn of the housewife who, admitting that the milkman's product might contain diphtheria germs, continues her patronage because he is "such a good fellow." Or that the wares of the butcher are tough, bony and expensive but she remains loyal to him because he is "so good to his wife." Or that the family doctor is so nearsighted that he can't tell one instrument from another, but "because he is such a close friend of the family, they just have to give him the job on her husband's appendix."

Yet men and women alike elect their public servants on just such reasoning. Millions of voters have been swung from one side to another by mere verbal repetition of such selling slogans as "Lower Taxes," "Business Administration," "The Full Dinner Pail," "Sixteen to One," "He Kept Us Out of War," "Rum, Romanism and Rebellion," "Don't Swap Horses in the Middle of the Stream." These slogans, born of the advertiser's skill, have played upon the voters' hopes and fears just as accurately as the sentences, "Not a Cough in a Carload," "Children Cry for It," "It's Toasted," "Four Out of Five Get It Before Forty," have affected his choice of purchases.

The modern politician with his press agent and advertising department would not be able to treat the massed voters so contemptuously and sway them as he would a purchaser of merchandise, if elections were subjected to a reasonable analysis. The lack of horse sense of the business-worshipping American has made a place for the political Barnum. It has been responsible for the spectacle at election time of a president in patent-leather boots pitching hay—the advertiser's appeal to the farm vote; of the same executive bending over the wash-tub in an effort to sell his candidacy to the housewife. Another aspirant had been posed as the agriculturist's friend at the steering-wheel of a farm tractor; while still another prominent seeker of the nation's most exalted job straddled an ostrich before the camera to register in the public memory. To say nothing of the millions of babies who have been exposed to the candidate's kiss in the name of the democracy!

Records show that most candidates give no thought to the vital matters of public office until after they are elected and consequently go into office unprepared in mind and experience. Their main considerations have been to survive the election without committing themselves to too many beliefs. The office-seeker's will is to submerge any vote-losing views he may have and gain support from those who differ with him. To give thought to the problem of the job itself at this stage is superfluous. After election, when differences of belief between officials and tax-payers crop up, the disappointment of the unthinking voters is inevitable. Not having taken care to find out the officials' views beforehand, the voters imagine they have been misled. Result—the number of those who are losing faith in the ballot is steadily increasing, and democratic experiments are not given a fair trial.

To the voter's laxity, too, may be laid the great bugbear of all city administrations—the persistent yet unexpected rise in taxes. As corporations, most American cities are failing and are repeatedly assessing their stockholders with increased taxes. At the elections—the stockholders' meetings, wherein they hire their managers—the voters fail to consider that cities have in the past generously assumed the care of the non-profit utilities, such as streets, sewers, schools, fire protection, and are now adding such expensive functions as playgrounds, health supervision and a great program of social work. All of these must be supported by direct assessments in the form of taxes. On the other hand, the utilities—electricity, power, transportation and insurance—which, by their nature, are capable of earning a profit, are usually left to private investment. Millions of dollars of the taxpayers' money are used to reduce fire losses. The money saved is paid to private insurance companies. And so on *ad infinitum*.

But while complaining amply, American voters wonder why taxes are high. They rail at the powers that be. These same disgruntled voters have not troubled themselves to find out about cities that have no taxes. Such cities are no imaginary Utopias. Not only in Europe but in the United States there are cities which, through the income of their utilities, pay all municipal expenses. One little continental town is even a better-business institution: Owning all its utilities, not only has it no taxes but it disburses a small dividend to its adult population!

WILL the voters never wake up to the emergency? Is there not a simple and workable method of intelligently selecting public employes? Some cities have successfully tried a sort of "political survey" in advance of election, which is nothing more than a carefully worked out series of questions bearing on all important public matters, which each candidate is asked to answer. Through his answers, the voter at least knows the candidate's attitude on the issues to be decided by the election. (But obviously the voters must apprise themselves of the issues before they can appraise the views of others.)

For municipal campaigns such questions should be so framed as to bring out the candidate's belief on public ownership of water, power, light, transportation. There should be a series of questions analyzing the needs and requirements in taxation, in zoning, paving, sewers, franchises and other public works. Besides informing the voter of the candidate's views, such an examination will often awaken the candidate to the importance of the issues of the campaign.

Once the friend of a politician was honestly trying to learn his views on a certain public question. "If you really want to queer my election," the politician replied to his query in a hurt tone, "just make me answer that question." This is the accepted attitude toward our elections. The accepted attitude must be changed.

The Cash Value of Recreation

By WILLIAM S. BUTTERWORTH

IN discussing the economic value of recreation, I am not unaware that there are other considerations of equal or greater value. Yet the economic aspects may be the decisive ones in influencing governmental and business agencies.

A few years ago a chamber of commerce secretary, taking a new position in a western mining town, was disturbed to find constant labor turnover which was costing the mining company a sizeable amount of good hard money. He set out to find the reason. He quickly discovered that it was not the pay and not the hours with which the departing employes were dissatisfied.

"Well, what is the matter? Why are you going away?" he asked.

Then from each one he received variations of an answer given by one of the more expressive of the men, who vigorously declared: "I'll tell you why; simply because this is a hell of a town to live in."

Pressed for details, the man demanded: "Why, what is there to do after the day's work is over? Nothing but to go to that cheap movie, and we get sick of that. There are no ball-grounds, no tennis courts, nothing."

So that was it. It was an eye-opener to the secretary. He got busy. He saw the mine bosses, explained the situation, and prepared a plan which they wisely approved. To make a long story short, a baseball field with a running-track around it was laid out, a tennis court was provided, a band and a dramatic group were organized. Entertainments and social affairs were arranged for. The natural human desires of the men and their families were thus met. The secretary stopped that procession out of town which practically told others to steer clear of the place. He sold the town to its own people. Incidentally, he saved the company much money. He did a wisely human, wisely industrial, wisely economic thing. The town could then tell the world it was no longer a "hell of a place to live in."

Industry is generally alive today to the bearing which recreational opportunities have on the location of their factories. The secretary of the chamber of commerce in a large Pennsylvania town recently reported that during the past two years or more, five out of every six industries with which he had corresponded had included among the questions asked, "What park and public recreation facilities have you?" A typical question is one put to an Indiana chamber of commerce: "Outside of your beach and park, what recreation facilities are there for my employes, who will number 900, of whom 250 play golf?" This, as my informant pointed out, "was not so good for the city in question."

I WOULD like to write a true tale of two cities—two American towns both bidding for prosperity in terms of new industries and greater population. The citizens of one had every reason to believe that a big eastern manufacturer, who had been considering several midwestern towns as sites for a new plant, was about to select their community. But one day, out of the blue came a bolt of disappointment—the city had been eliminated. Local business men got together to find out why.

The answer was quite to the point—investigation by the company's representative disclosed the fact that the town offered less in the way of public recreation than any of the other towns under consideration: There were no public parks, no municipal bathing facilities, no organized summer and winter recreational activities. It was felt that such a condition would make for discontent and carry too great an element of risk in procuring and holding labor. This severe jolt to the pride and pocketbook of the community aroused local leaders to an appreciation of the value of community recreation, and a movement was at once put on foot to secure a bond issue of one hundred thousand dollars for municipal recreation.

Mercifully, I withhold the name of this town. But the one on the other side of the ledger I can boldly disclose. Four years ago the great McCall Publishing Company moved its plant from New York to Dayton, Ohio. The president of McCall's was asked, "Now just why did you select this city?" The president, H. B. Warner, replied:

I can only say that it was the liveableness of Dayton that decided the issue. We found other cities with plenty of labor, others with adequate shipping facilities, others in which manufacturing conditions were equal to those of Dayton, but nowhere did we find a place where the qualities of living were so highly developed as they were here. Keep Dayton a good place to live in and your future is assured.

And he added:

It is my opinion that the next decade will see a decentralization of industry. There has been a great grouping together of industries in certain centers and a change is coming. Dollars alone are not enough now. Employes deserve and want a more fruitful and cheerful life.

Dayton's "fruitful and cheerful life" includes an excellent municipal recreation program.

MOREOVER, recreation increases land values. It has long been seen that parks enhance the desirability of nearby land, thus yielding more taxes to the municipality, and boosting the sales value of the property to the owner. This is true because people are willing to pay for sunlight, beauty of surroundings, the opportunity to enjoy wholesome exercise, a sense of space, and contact with nature. Typical of property values near park lands is the experience of Essex County, New Jersey, whose Board of Park Commissioners in 1916 engaged the services of an expert to make a report as to the actual value in dollars and cents of the County Park System. According to the report made on four of the Newark parks, "the property immediately adjoining the four parks named was assessed in 1905 for $4,143,850, and in 1916 for $29,266,000, an increase of $25,122,150, or 606.3 per cent." The property adjoining the parks increased more than six times in value, while property in the remainder of the same taxing districts, and perhaps not wholly outside of what may be called park influence, about doubled in value. In other words, the fortunate owners of this property have been enriched by more than sixteen million dollars in excess of what they would have received had the parks not been established.

But this is not all. The increase of property adjoining

these four parks alone, beyond what it would have been if the parks had not been constructed, is sufficient to pay for all the parks in the county 2.4 times; and the increase from the other parks in the county, while not so great in proportion, is undoubtedly much more than their cost. The increased revenue to the county is already sufficient to pay the interest and sinking-fund charges on the bonds issued for park construction, and almost the entire cost of the annual maintenance.

Parenthetically, it may be pointed out that the municipality itself can often take advantage of the probable future rise in land values due to proximity to park areas through exercising the right of excess condemnation—legislation permitting—and selling the excess land purchased which is not actually needed for park purposes.

To illustrate: The city of Montreal is reported by the City Parks Association of Philadelphia to have acquired 164,504 sqquare feet of land (that is about 3 4/5 acres) at a cost of $82,252. In the center, it laid out a small park and bounded it by streets. The area taken up by the park and the surrounding streets was 82,466 square feet, or 1 9/10 acres. The city then sold the balance of 82,038 square feet for $99,032, reaping a net profit of $16,780.

Perhaps there is no better proof of the increase in land values due to park areas than the new movement among real-estate subdividers. Encouraged by the pioneering experience of H. C. Nichols of Kansas City and the late William E. Harmon of New York, hundreds of realtors are now setting aside parks, playgrounds, golf courses, and other recreational areas for the permanent use of the purchasers of lots. They have found that they can divide the cost of the space set aside, and add it to the asking price of the lots. The added value of the lots returns their money to them and, at the same time, provides a fine sales argument for their property. From many testimonials of leading realtors to the soundness of this policy, I cite but two. The Mason McDuffie Company of San Francisco states:

> It may be of interest to you to know that in laying out St. Francis Wood, a residential subdivision developed by us in San Francisco, we reserved between 8 and 10 per cent of its area of 125 acres for community parks and playgrounds. We are confident that the value of the land devoted to these purposes was fully recovered through the creation of higher values in the home sites of St. Francis Wood.

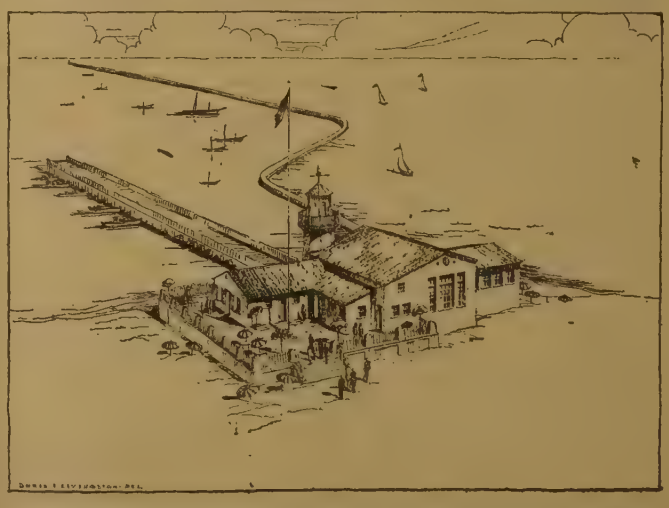
H. W. Brennan, a large developer at Memphis, wrote:

> I purchased a tract of 256 acres eight miles from the business center of Memphis in direct line of the best class of improvements. I presented approximately 114 acres to the Memphis Park Commission without conditions except that the land was to be used for recreational or other athletic purposes.
>
> From a real-estate standpoint, the proposition before me was: Could I donate over 40 per cent of the original tract to the city and then subdivide and market the remaining portion at prices to yield a net profit on the enterprise? I found that this could be done and that it was good business to have given the city the park area as the resulting enhancement in value of the remaining portion has been sufficient to adequately compensate me.
>
> May I suggest, if it has not already occurred to you, that playground and recreational grounds could be obtained without cost by any city, where the land owner and the public officials put their heads together to work out an acceptable plan of improvement and basis of cooperation.

When the various economic advantages of recreation to the municipality, the tax-payer and the property owner, industry, and all of us as individuals, are fully recognized, our citizens will no longer delay in bringing their programs to the highest standards of efficiency. And the hundreds of communities which have not yet established organized recreation on a permanent basis will do so, for as Harland Bartholomew, city planner, has said:

> Parks and playgrounds are fully as essential to the upbuilding of a city as paved streets, lights, transportation lines and public water supplies. Every progressive community today recognizes this fact and arranges its budget so that these serviceable features may be regularly enlarged and improved as the population of the city increases. A community center crowded with young people enjoying wholesome recreation and social contacts under municipal auspices is a guarantee of better citizenship and something to be proud of. A commodious playground, teeming with youngsters every day of the year, is evidence of a city's greatness quite as impressive as smoking factory chimneys.

PLAY CENTERS with community houses—one of them in the congested Mexican quarter with a "beaux parlor" and others with cooking classes, swimming pools, and the like—form only one link in the extensive chain of places for play which have been developed under the Los Angeles municipal playground department. Outside the city there are six camps, the farthest three hundred and twenty miles away in the high Sierras, where city children are admitted for one dollar a day under trained supervision. Within, there is the first miniature airplane base, where hundreds of boys have constructed their own plan models. The record flight is said to be 1,000 feet, propelled by rubber bands! Divisions of music, industrial recreation, dramatics, municipal sports and aquatics, and a bureau of home play suggest some of the other activities of the department, of which George Hjelte is superintendent. At San Pedro, in cooperation with the military authorities, the department has carried through the ambitious project of manufacturing a beach. "They actually levelled and then filled in the rocky land and then built the Cabrillo Beach," writes Edith Hillman a member of the staff of the Los Angeles Council of Jewish Women. "Even the waves have kindly desisted from washing the white sand away. At the end of the year, the project, costing $250,000, has been found well worth while." A bathhouse accommodates the bathers and a boat house is in process of building. A three-mile breakwater covered with a boardwalk carries one out to the picturesque lighthouse at the end. Ten thousand people have visited the beach of a Sunday, coming from many different towns as well as Los Angeles.



Foster Homes for Cardiac Convalescents

By GERTRUDE HOWE BRITTON

FOR eighteen months the Chicago Heart Association has been conducting an experiment in the home care of convalescent cardiac cases. Through the Mrs. Richard I. Stearns Fund, the association has been able to provide a typical home environment; sensible but unsentimental mothering on the part of the foster mother in that home; good food, simple but suitably interesting and varied; carefully but not ostensibly measured work and play activities; regularly imposed rest periods; sleep with open windows and full quota of daily sunshine; conscientious observation and painstaking record, for development of methodology; and medical supervision throughout on the part of the physician in direct charge of the case.

The cases considered eligible for this research project in convalescent care are: (1) cardiac children under the care of a physician especially trained in cardiac work; (2) children in whom ordinary cardiac clinic supervision had failed and who had not responded satisfactorily to institutional convalescent care.

The foster-home environment and routine were made letter perfect, but not wooden, for these patients have to fit flexibly into the scheme if we are to find here a means of overcoming the acute lack of convalescent facilities for cardiac children in Chicago. So far four girls have been given foster-home care with interesting results. The home is a two-story, six-room house in the southern outskirts of Chicago, with a sunny aspect and the kind of a garden that bespeaks a keen interest in home life and a prevailing love of beauty. It is simply furnished, well ordered and attractive, with open porches, and the working paraphernalia requisite for an efficient household. The cardiac child under care has a separate room, which is considered essential, and an invalid's privilege of individual play-sleep-work schedules, but there is no mawkish coddling or fearsome emphasis on the subnormal state in which the child is found. The father and mother in the home glory in their day's work, and in their eleven-year-old daughter is a useful part of the concerted effort to coax a listless or discouraged patient back to normal interests and pursuits.

The patient's routine has been practically the same in every case. Morning and evening records are made of pulse, temperature, and other required observations. The patient is taken to the physician regularly for any essential care. Teeth are taken care of and all needed medical attention rendered. The patient is not unduly "regulated." Nevertheless, a rather persistent and rigid effort has been necessary in health education. It may be a mere coincidence, but it is noteworthy how closely these resistant cases parallel one another in their utter lack of home supervision as to diet, general activity, or special interests. All required correction of faulty food habits, of sleep schedules and of midday rest. It is felt that one of the chief advantages of this type of care is that an outsider can change food habits where the home fails. A mother rarely changes her way with her children, and it is discouraging in distinctly environmental cases to make any attempt at radical reform of daily routines.

It is pertinent to observe that all of these children preferred sweets to meats; that they had to be taught to drink milk; that they hardly knew what butter is; and that the course of their rehabilitation followed quite consistently their gradual achievement of dietary balance, the motherly interest in the preparation of tempting custards and puddings, rich with milk and eggs, and the tact which finally brought these non-milk drinkers to imbibe their three pints and more of milk per day has been considered no small factor in the general good results achieved.

Courtesy, The Crusader

Poster of the Milwaukee Girls' Health Program

THE children had lacked suitable supervision at home. They cooked for themselves, and one girl marketed and cooked for the working members of the family. They nibbled between meals, indulged excessively in sweets, were over-active. Only one home seemed to sense the type of family cooperation that is necessary in restoring a cardiac patient. All the cases developed upon a tonsilar-rheumatic-choreic background. All collapsed during school age. Rheumatism has been called a school-age disease and the period of prevention placed prior to the age of twelve years.

The first case was that of a girl of sixteen, with a diagnosis of mitral stenosis and a heart rating of 2B. She was active, intelligent and over-ambitious, and had been out of school for a year. Dispensary care failed to help her and it was felt that she was too serious a case for foster-home care. Yet in eight weeks of the latter she had gained six pounds and showed such marked improvement that she was allowed to go home with definite restrictions as to activities.

The best final result here was the education of the girl's family as to her requirements. For the past year she has attended a special class for cardiacs.

The next little patient, a girl of eleven, had the same cardiac diagnosis and heart rating and a history of many communicable diseases and repeated rheumatic attacks since 1925. She had been under care in a hospital in two succeeding years, with relapses both times as soon as she returned home. In five months of foster-home care she gained twenty-seven pounds and was able to go from the foster home to Sunset Camp.

The third child, also a girl of eleven, had a mitral involvement and a heart rating of 2A. She had been under hospital care three times for long periods and once in a convalescent home, always with recurrences of the heart difficulty on her return home. In three and a half months of care in the foster home she added twelve pounds. The fourth child, a girl of nine with congenital heart disease and a rating of 2B, gained nine pounds in two months and a half.

Many deductions are possible from the observations made. All were unfavorable, unresponsive cases, and all had been subjected to the usual methods of management without tangible good result. All improved consistently under foster home care. The only one who suffered appreciable relapse thereafter was the least favorable from the standpoint of health expectancy, and was distinctly the product of the environment to which she was of necessity returned. Her dismissal condition was clinically satisfactory.

It may be a mere coincidence that all these children exhibited the same food habits—did not like milk, would not eat eggs, and vegetables were taboo. All changed their food habits rather readily, a thing which could hardly have been accomplished in their own home environment. The dispensary curative efforts had been ineffectual. There is more magic in self-help, of course, than in a suggested medical regimen poorly understood and ineffectually maintained. All had histories of contagious diseases, most of them had recurrent tonsillitis, recurrent rheumatism, otitis media. Home hygiene had failed. For the most part they were bad adapters, easily tired and highly emotional. There are only four cases, yet these four prove our own contention that, although institutional convalescent care for the heart patient is necessary and helpful, yet in all cases it is not the most effective method of rehabilitation. The problems of adaptation have always to be met on clearing the patient to his earlier environment.

Hospitalization, except in acute conditions, is the least desirable manner of handling these cardiac children, for their restoration is prone to stop at a given point. The child is finally cleared to his old environment only to suffer early relapse and return to hospital. Thus our curative institutions, particularly those of a public and semi-public type, are maintained in continuous cycle for the benefit of a relatively small group of relapsing cases. This aspect of the situation is highly discouraging to expert groups concerned with curative methods. The convalescent home and the foster home promise a remedy. It is hardly fair to state the costs of individual cases individualized as this series has been. The average cost in large convalescent institutions, not counting investment charges, has been placed at $2 per day per patient. Our costs in this series have run slightly more than $2.50 per day. It could be cheaper after the experimental stage is well past, but cost is relative if convalescence proceeds and recurrent breakdowns requiring repeated hospitalization can be avoided. Cheaper than hospital care, it would serve to prevent our hospitals from expending so much of their curative effort in vain. This is one of the chief sources of hospital waste.

The Chicago convalescent situation is acute. All-year-round institutional facilities for cardiacs are available for only from 38 to 50 patients. Provision for 150 would still be inadequate, with an average stay of one month per patient. Eight homes of all classes will at times accept given cardiac cases with certain definite restrictions, but heart specialists and social workers with cardiacs feel utterly helpless when confronted with the daily demands for convalescent opportunities. Foster home organization is an additional factor to be considered and should be included in any convalescent extension program.

The Doctors Lead in Suffolk County

By WILLIAM H. ROSS, M.D.

FORTY years ago the Medical Society of New York State advocated three great projects: the examination for license of physicians by the state, the removal of the insane from the poorhouses, and the organization of the county as a health unit. The first two were accomplished in two years. But it was thirty-five years before the first county health department was organized in Cattaraugus (see the Survey, Jan. 1, 1925, page 387), and forty years had passed when the second, Suffolk, came into being a few weeks ago. Thus the vision of two men—Dr. A. N. Bell of Brooklyn and Dr. E. V. Stoddard of Rochester—adopted in 1890 by the medical profession of the state as a major project, waited until the new conception of the physician's relation to the public became strong enough and the layman's growing understanding of the importance of health definite enough to assure the medical profession that the public was ready to cooperate.

The Medical Society of Suffolk County, New York, have held for several years definite views upon the proper relation of the medical profession to real advancement of public health, and very definite views as to who must ultimately be the authoritative source of information in medical matters. Their opinion took concrete form in the unanimous adoption of a resolution on October 8, 1926, favoring the establishment of a county health department in accordance with the permissive laws of the state and under a full-time specially trained and well-paid health officer.

Between October 8, 1926, and August 27, 1928, when the Suffolk County Health Department was established by unanimous vote of the Board of Supervisors, continuous work was done by the physicians of the county, to inform every organized group in the county of the Medical Society's aspirations, and to tell the public what could be done in health matters, with the result that before the question was allowed to go to a vote of the Board of Supervisors every

social-service, welfare and lay health organization had endorsed it; all the local health officers of the country, and the medical, dental, and veterinary societies supported it, and every business organization, civic association, local chamber of commerce and the Long Island Chamber of Commerce favored it—more than fifty organizations in all, thus building up an irresistible force of public opinion. The campaign of education preceding the establishment of the county health department in Suffolk County grew steadily and without opposition, probably because it was carried on quietly and with patience. For two years, never a week went by without a conference or an address made somewhere. The effort started as a small thing and extended in a perfectly natural manner just as any other thing will do if the proper time is allowed for growth, and nutrition is maintained meanwhile.

THE Suffolk County Health Department is the first one to be established in New York State as the result of a movement originating in the county itself. It is entered upon with the consent and approval and unanimous support of the local medical profession, without subsidy or aid from any outside organization except the continued splendid support of the State Department of Health. The two county departments of health in New York State—Cattaraugus and Suffolk—must stand in contrast: one a demonstration originated by forces without the county and aided financially by a foundation, in which local physicians take a lesser part; the other, a natural outgrowth of forces within the county, with no outside financial support, and on the initiative of the local medical profession.

The new department starts out with the determination to study its own health problems and incidence of disease; to administer health regulations and laws; to develop the assets of health with due regard to economy; to educate its people in the prevention of illness, that they may go to their own physicians and buy the needed health service. And in doing this it places special emphasis on the need to refrain from giving valuable service without developing personal responsibility; to avoid disturbance of social morale or interference with conceptions of self-reliance; to avoid disturbing the community's confidence in its medical profession upon whom the health of the community so definitely depends; and to join with those advanced public-health experts and teachers who counsel and stress that public-health education is the main objective of a health department, outside of administering the laws and regulations in all matters of practical sanitation and control of conditions inimical to health.

As a basis for its plans, Suffolk County has set the sum of $25,000 suggested by the state commissioner of health as adequate for an efficient county department of health. The budget provides an initial salary of $6,000 to the county health officer, with an allowance for his traveling expenses on official business; $3,000 to $3,500 for a sanitary inspector plus a traveling allowance; $1,200 for a clerk; $2,000 for a supervising nurse and $1,800 for an assistant nurse, plus their costs of transportation; and the balance of about $10,000 to be used in public-health education.

The new organization will have the benefit of the excellent public-health work already done in the county, especially in tuberculosis. For nine years there has been special effort to check up on the reports of tuberculosis cases and follow up the other members of the family who have been in contact with the disease. There are now 2,000 known homes in which there has been a case of tuberculosis, so that some 10,000 persons who may have been exposed may be brought under supervision. In 1927 the county showed the very low rate of 47 deaths per 100,000 of population from tuberculosis, and its ratio of known cases to deaths proves that its reporting has been signally complete. The two county tuberculosis nurses will continue under the direct supervision of the County Tuberculosis Sanitarium, and the two nurses maintained by the county Tuberculosis and Health Association will continue under the supervision of the nursing staff of the county health department, which thus brings into an official, centralized organization the effective work already initiated and carried forward by the physicians and lay organizations.

The Board of Health appointed on September 23, 1928, is made up of three physicians from the County Medical Society, selected by the society because of their interest in public health and their ability to give time to its service; the chairman of the Board of Supervisors to represent the county government; and three other members—one, a registered nurse with four years of public-health experience, now able to give her time for public service; another, a graduate of Bellevue Training School and for the last twenty-five years a public official of his township; and the third, an engineer. Every member of the board is greatly interested in public-health advancement and willing to give time and effort to make it a fact.

This county health department is a pioneer in organization in New York State because of the method of its establishment; its unanimous local medical approval; its ideal of educating the public in health matters and stimulating the public to seek the needed service from their own individual physicians and thereby aid in developing an even better medical profession. It is the result of the work of physicians, and especially of a few men among them who had inherent leadership, an ideal, and sense enough to combine the ideal with existing facts and conditions. An effort will be made to give to the medical profession full reports of the functioning of the organization so that other counties may benefit in their efforts to establish a health department on practical lines and to direct and advance public-health evolution as a major project of the medical profession.

New Haven's New Audit

By HAVEN EMERSON, M. D.

A FREE diagnosis so far as the city budget is concerned, and a shining example of what self-interest yet unselfish devotion to a common objective can do for health: Such is the Health Survey of New Haven, conducted by C.-E. A. Winslow under the auspices of the Community Chest of that city and recently published by that body.

This unusually complete itemization of assets and liabilities is rare for another reason. It is the second thorough overhauling by the same inquiring and directing mind. Professor Winslow and his associates presented their original survey to the Civic Federation in April, 1917, and within ten years he was asked by the Community Chest to repeat and extend his process of socio-medical stock-taking. Not only were the competent staff of Yale University departments drawn upon for particular studies of a research and educative nature, but eminent authorities were enlisted to

deal with such specialized fields of organized and administrative medicine, both curative and preventive, as hospitals, dispensaries, visiting-nurse service, sewage disposal, social hygiene, tuberculosis, industrial hygiene.

Something akin to the deep satisfaction of the family practitioner who sees his advice result in the rearing of healthy children, must warm the city-health diagnostician's heart when he records that thirty-two of the specific recommendations made in the 1917 report have been made effective, three have been rendered unnecessary by changes in public-health practice, and only ten still require action. While it took 114 pages to tell the story of New Haven's accomplishments in 1917, the 403 pages of today's record are barely enough to express the improvements of the intervening decade.

It is Professor Winslow's opinion, based on his wide acquaintance with the studies of municipal-health practice, that New Haven will "possess the most perfect community-health machinery in proportion to its size in the United States—if the progress made during the past decade can be continued in the next along the lines laid down in this report."

It is remarkable that one so interested as the director of this survey is known to be in factors of cost of medical care, should have omitted all calculations or record of the cost of this very complete public-health diagnosis. While the City of New Haven as a corporate body paid nothing for the survey, its officers, citizens, individually and in organizations, Yale University, national-health agencies, official and volunteer, spent the equivalent in services of large sums for the work. Can other cities get a similar diagnosis and at what cost? If periodic health examinations of communities are to take their place alongside of those done for individuals as a necessary investment, cost, time and results must be included in the record.

Even with this slight factual omission, this 1928 Health Survey of New Haven is properly described as the most complete, enlightening and constructive that has been made for any city of its size. We congratulate the author and the client upon the quality and purpose of this co-operative undertaking.

MEDICAL INSPECTORS of factories in the duchy of Baden, Germany, have recently completed a study of the health of women workers and of children in an industrial and a farm population, reported in the Reichsarbeitsblatt, Berlin, Nos. 17 and 20, 1928, and abstracted in the translation released by the U. S. Children's Bureau. In both country and city the average mortality rate in 1920-1926, for women of wage-earning ages, was higher than the rate for men of the same ages, apparently on account of the excessive fatigue caused by the double duty of wage-earning and housekeeping. Factory work in itself did not seem to have a bad effect upon the health of women workers. Infant mortality during that period was 105 per 1,000 live births in the city group, and 128 in the rural, a difference attributed to the better understanding of hygiene on the part of the industrial workers and a greater prevalence of infant welfare work in the cities. Children of preschool age and school age also were found in better condition in the industrial region than in the rural. Taking the population as a whole, the mortality rate for persons of wage-earning ages in the industrial region was considerably greater than in the rural. Tuberculosis was more prevalent in the city than in the country. Both the high mortality rate and the high tuberculosis rate were attributed by the investigators to the fact that persons of weak constitution are likely to engage in industrial work; this, however, may be partially offset by the better hygienic habits of the industrial workers.

Publications and Reprints

RECREATIONAL THERAPY IN CONVALESCENCE AND ALLIED SUBNORMAL HEALTH CONDITIONS, *by Frederic Brush, M.D. The Burke Foundation, White Plains, N. Y.*

An account of the "play-cures" which have been found effective in a large convalescent institution which "may carry suggestive values to medical and physical advisers in the everyday work-play world."

MARRIAGE STATISTICS, NEW YORK STATE. *By J. V. DeBorte, director, division of vital statistics, New York State Department of Health.*

An elaborate study and analysis of the records of New York State, exclusive of New York City, 1916-1924, covering brides and bridegrooms of various colors and conditions, aged from 13 to more than 80.

DIGEST OF LAWS OF THE STATE REQUIRING REGISTRATION FOR NURSES AND ATTENDANTS. 1928 *revision, compiled by Lucille McCarthy. American Nurses' Association, 370 Seventh Avenue, New York City. Price 50 cents. Also, price* $1.50 *from the same,* A LIST OF SCHOOLS OF NURSING ACCREDITED BY THE STATE BOARDS OF NURSE EXAMINERS; *and, price 75 cents,* PROCEEDINGS OF THE TWENTY-SIXTH CONVENTION OF THE AMERICAN NURSES' ASSOCIATION. *For a list of recent popular reprints write the association.*

TEN YEARS OF BIRTH STATISTICS IN OHIO, 1915-1924. *By Mary Louise Mark, professor of sociology, Ohio State University. Ohio Department of Health, Pure Oil Building, Columbus, O.*

Analyzed to show seasonal and racial factors, age of mothers, size of families, stillbirths, etc. The one- and two-child families account for about half of the group; the six-child family, one out of seven.

REPORT OF THE SOCIAL SERVICE DEPARTMENT, 1927, THE MT. SINAI HOSPITAL, 1 *East 100th St., New York City.*

An interesting account of unusually interesting activities in the meeting-ground of medicine and social work.

THE MATERNITY SERVICE REPORT OF THE EAST HARLEM NURSING AND HEALTH DEMONSTRATION. *Final Report, Section 1. Price 25 cents of the Demonstration, 354 East 116th St., New York City.*

"An admirable record and interpretation," writes Dr. Haven Emerson, based on analyses of record data collected in the routine care given to 1,978 maternity cases over a five-year demonstration period.

VARIOUS ASPECTS OF BIRTH CONTROL—MEDICAL, SOCIAL, ECONOMIC, LEGAL, MORAL AND RELIGIOUS. *By S. Adolphus Knopf, M.D. Price 50 cens from the American Birth Control League, Inc., 104 Fifth Avenue, New York City. A fourth edition, revised and much enlarged.*

THE ALARMING INCREASE IN THE MORBIDITY AND MORTALITY OF TUBERCULOSIS AMONG YOUNG WOMEN, *by S. Adolphus Knopf, M.D. Reprinted, revised and enlarged from an article published in the Journal of the American Medical Association, by the author, 16 West 95th Street, New York City.*

HANDBOOK ON POSITIVE HEALTH. 1928 *revised edition. Women's Foundation for Health, 370 Seventh Avenue, New York City. Price* $1.50.

Notable experts in the fields of nutrition, medicine, recreation, mental hygiene, physical education and the like, contribute to this practical and attractive guide to health and happiness—and, who knows?—perhaps beauty.

APPENDICITIS, *by Thew Wright, M.D. Allen Ross and Company, New York City. Price* $2.00.

A clear and authoritative account for lay readers, and especially parents, stressing prevention and treatment, and especially the need for prompt and skilled medical attention.

"I Supposed I Was Stupid"

By MARY B. HARRIS

PROBABLY no one who reads this page will have to be sentenced to a correctional institution in order to discover his mental rating, as was the case with the young woman who said to us, "I knew I was foolish, and I supposed I was stupid." The ordinary citizen rarely finds himself confronted by a life-sized picture of himself as he appears to others. He is surrounded by his family and friends, and a familiar environment which protects him not only from straying far from the fold of his clan, but also from a knowledge of himself that in some circumstances might prove enlightening.

Not so when a "black sheep" is confined in a modern institution of the correctional and educational type. Here all the available machinery is set in motion to find out the truth about those committed to its care, with a view to developing their potential resources in the most effective way for satisfactory living, as well as to prevent futile efforts to do tasks beyond their endowment. In such an institution, classification and individualization in treatment and training take the place of the often haphazard group-handling of normal life.

It is an institution of this character that the Department of Justice has established and is opening this month to the inspection of the public. The Federal Industrial Institution for Women, as it is named, was created by Congress in an enabling act, June 7, 1924. With almost unprecedented speed, this new project has arisen in response to the urgent need for suitably housing the women convicted in the federal courts. Previous to its establishment, such cases were distributed throughout the country in county workhouses and penitentiaries, in state prisons and reformatories—wherever the department could find an institution that would shelter them. As long as the number of these women was comparatively small, the situation was not sufficiently important to center public attention upon it; but when there came to be hundreds of such cases, the interest of the organized women of the country was aroused, and in 1923, representatives of twenty-one groups met in conference and adopted resolutions looking to the establishment by Congress of a federal institution to meet the need.

As a result, on a hill in West Virginia, overlooking the Greenbrier River at Alderson, stands a group of substantial red brick colonial buildings adequate to house suitably five hundred women who would otherwise be scattered throughout the country in institutions either overcrowded, or unsuitable for the detention of women serving long sentences, and in all cases not under the jurisdiction of the government responsible for their welfare. In the enabling act, Congress specified that this institution should offer facilities for training which would "enable the inmates on release to obtain self-supporting employment." To carry out this purpose, two appropriations for construction were granted in March, 1925, and July, 1926, totalling somewhat less than $2,500,000.

IMMEDIATELY after the first appropriation was granted, the Department of Justice, with the cooperation of the architects' division of the Treasury Department, began the task of transforming a piece of farmland into a village of six hundred souls. Roads were built; a water supply, a sewage disposal plant, heating, street-lighting and other village improvements were provided. Then the buildings themselves were planned on a comprehensive scale, grouped about two quadrangles. At the head of the lower quadrangle stands the administration and staff building,

In this Classification Building, overlooking the West Virginia hills, women prisoners of the federal government are studied individually to find the means whereby to restore them to self-support and self-respect

flanked by cottages and an industrial building. The upper quadrangle has a receiving building at its head, with cottages, a hospital and assembly and school building leading up to it.

To this receiving or classification building, new arrivals are taken for examination and quarantine. Here are held the various clinics where the tests are made and treatments given that will protect the institution from contagion as well as guarantee the health of the inmates. Here, after the quarantine period is over, the incoming women are held for observation, treatment and adjustment, until they can be sent on to a cottage, or until their room is needed for more urgent incoming cases. During this time of observation, they are kept busy doing housework or outdoor work, under close supervision.

THE cottages to which they are then transferred are fifteen in number, housing about thirty each. These are separate units, each with its own living-room, dining-room and kitchen. This institution is built along the lines already taken by the best state reformatories for women and girls, where it has been demonstrated that these smaller kitchens and home-units provide ampler opportunity for training in cooking, table service, house decoration and all phases of home-making, thus supplementing and illustrating the formal instruction given in the school. These subjects are the most popular, especially with the more intelligent women. One exclaimed on seeing my kitchen, "If I had had a kitchen, I would not have come here."

An industrial building, located next to the administration center, contains a power sewing-room, dressmaking department, cooking school, handwork classes, together with facilities for furniture repairing, upholstering and weaving. Its front windows are built like shop windows, and in them is a perpetual exhibit of the work done inside the building as well as specimens of work done in other departments.

A thirty-bed hospital provides for surgical and medical work, and contains a hydrotherapy unit for treating disturbed mental cases. A combined assembly and school building has a hall that will seat the entire institution, a gymnasium for physical exercise in bad weather, and class-rooms, library and teachers' offices.

The question of what and how to teach in an institution is a perplexing one. The potential pupils range in previous education from college graduates to illiterate Americans and foreigners who cannot read or write any language. For illiterates, elementary English and Americanization classes must be provided. For those who have already had educational advantages, vocational work and supervised reading in subjects connected with their future occupations seem the obvious lines to pursue. For those qualified, courses are given in home hygiene, under the direction of the Red Cross, and business courses are offered.

The assignment to work and school is made in every case only after individual study of the women as they enter the institution. First, the physical condition must be considered and, on recommendation of the resident physician, the newcomer is assigned to light housework, outdoor work or full assignment, as the symptoms may indicate. Then come the recommendations of the psychologist and teacher as to mental rating and capacity. Then follows an examination into the past history, with especial attention to the work record and social aspects, the environment, family, possibilities of employment, and other factors in future plans.

When all this material has been assembled, the case is brought before the "classification committee" consisting of the superintendent, the director of classification, the psychologist, resident physician, record clerk, parole officer and warders of the cottages. Current reports are obtained of the "patient's" reaction to the discipline and life of the institution, and with this information before it in summarized form, the committee outlines a course of work, treatment and training which will use the time to be spent in the institution to the utmost advantage, not only for the work of the institution, but also and primarily for effectively fitting the inmate for life in society. At these meetings, the inmate herself appears, the plan is explained to her, and she is asked to state her opinion and preferences regarding her future career. A schedule is then arranged on the basis of this information and these recommendations.

At the end of three months, a reclassification is made of every case. At this time a new physical examination is made, reports are presented from every one who has contact with the case in department, or cottage, or class. The woman again appears before the committee, she is told where she is failing and where succeeding and how to improve her effort. More often than not, as her health has improved and her point of view changed, her own plan and outlook for the future have changed. Usually she has become more ambitious, with a longer view of her life. If she presents a practicable plan, she is advised what studies to take to carry it out. If the plans are not fitted to her ability, nor adapted to the community and environment to which she plans to return, she is advised to chart another course. Often, as in the case of the young woman quoted above, a floodlight of encouragement illumines a gloomy present when she is told for the first time in her life that she has an extraordinarily good intellect and ability to do anything she undertakes. Said she, the day she left the institution, "I would never have known that if I had not come here."

This classification is described at length because it is the very core of the work. It brings together an impartial group who plan and formulate without prejudice or rancor. When disciplinary cases are brought before this same committee, which meets at least twice a week, study is made of the causes of the trouble, and effort is made to determine what the fundamental difficulty may be, and to adjust the remedy if it can be found. This committee is functioning toward the individualization of punishment in both its broad and limited senses, and its work is the basis of the rehabilitation as treatment for which the institution exists.

FORTUNATELY, Congress has provided the facilities for carrying out the committee's recommendations—a rare situation. Usually social work of every class is strong in diagnosis, but failure overtakes it because there are no means of carrying out the remedial program. In this institution, equipment has been provided which offers industry and occupation of a diversified nature, suited to all degrees of physical strength and with appeal to a variety of minds. In addition to the buildings already mentioned there is a power laundry, a cannery, greenhouses, dairy, poultry plant, and other facilities for all kinds of farm and garden work.

Besides these occupations, there are community sings, current-events meetings, Bible classes held regularly once a week. Formal religious services are held regularly, and evening prayers are conducted daily in the cottages. Sunday evenings each cottage holds a simple religious service, plan-

ned and conducted by the members of the group in turn. There is in each cottage, also, a "cooperative club" organized for the purpose of "cooperating in the efforts being made for their improvement, physically, mentally and spiritually." At intervals plays and minstrel shows are given; baseball and other games are played in season. Last month, a "county fair" was held to exhibit the work and interests of the institution. In short, the healthy amusements and recreation of a normal community are found in this.

In spite of the difficulties of beginning and organizing in the midst of the confusion incident to construction, when the buildings were completed last June, the institution was well under way. Up to the present time, about three hundred women have been admitted. Their response to the beauty of the scenery—which in itself is a redeeming force—to the remedial influences surrounding them and to the opportunities afforded them in every way, is an encouragement to those who have striven for the establishment of the institution. Institutions such as this where the inmates are individuals to be studied and restored, and where human life is dignified and respected, not only renew self-respect but also inculcate genuine respect for law and government.

In the institution at Alderson only one building is lacking to complete a well-organized community—a church or chapel dedicated to religious services and to the things which pertain to that spiritual welfare which is basic in all efforts towards fundamental character building. At the point where the two quadrangles meet, flies the flag of the country. Near it has been reserved a site for the structure which is to dominate not only the landscape, but symbolically and actually the life of the institution. Congress was not asked to make appropriation for this chapel because various organizations of women and friends of the institution had suggested that it be reserved as an opportunity for them to show their interest in the government's effort to make this a truly regenerating institution. So a movement is being initiated this month to erect this chapel as the crowning building of the institution. The three hundred inmates of the institution—who, by their appreciation and cooperation throughout the trying and confused building period, have contributed their full share in the creation of a fine tradition—have asked for a part in this material edifice also, and will be found among the first contributors, giving of money earned in their recreation time by extra work. Created and operated by such a spirit, this institution marks a step forward in the government's solution of a vexing problem and cannot fail to add to the sum total of righteousness in the country which maintains it.

Who Will Make Good on Parole?

TO be able to predict which prisoners are likely to succeed on parole, and which to turn back to crime, would solve many a knotty dilemma of parole boards, save communities from the danger and expense of setting free confirmed criminals before their term is up, and make it possible to concentrate social resources on those who show the best chances of rehabilitation. In the course of the extensive report just made to the Illinois Parole Board by the Committee on the Study of the Workings of the Indeterminate Sentence Law and of Parole in Illinois, Ernest W. Burgess shows by an analysis of the records of three thousand men paroled from the penitentiaries and reformatory of the state for at least two years and a half, and in considerable proportion for four or five years, the factors on which scientific prediction may be based.

About a quarter of these men, considered as a whole, had violated parole, but when they were grouped by various factors—age, nationality, residence, the nature of the crime, the length of sentence served, and so on—the rates of violation showed striking and consistent differences. Surprisingly enough, violations of parole were comparatively infrequent among men convicted of the most serious crimes—murder, manslaughter, and sex offenses; disproportionately high among those convicted of fraud, forgery and burglary. There were many violations when the paroled prisoner had been a "lone wolf"; few among the men who had had three or more associates in the crime for which they were committed. The newly arrived immigrants, Italian, Polish and Lithuanian, had the best showing in a grouping by race; the older immigrant stocks, such as the Irish, British and German, the worst.

The first offender is a much better risk on parole than the occasional offender; the occasional offender than the habitual or professional. Farm boys and the newly arrived immigrants were found to make good adjustments, while hoboes, city ne'er-do-wells, and older drug addicts had high rates of violation. Gangsters showed a violation rate slightly under the average, which suggests that "special efforts directed towards persons of this type might not be so unavailing as is popularly believed." Men whose last home before arrest had been in a residential district turned out better than those from the underworld or Hobohemia, showing that neighborhood may be considered an important index in the decision whether or not to parole.

The longer the sentence these three thousand men had served, the higher the violation rate. "A larger proportion of habitual and professional criminals serve longer terms than do first and occasional offenders. . . . Nevertheless it would seem to be good policy for the parole board, in fixing the sentence for the first and occasional offender, to keep in mind the relation of the duration of the sentence to making good on parole." Men who had been working regularly previous to arrest had a strikingly better showing on parole than those whose work history was rated "casual" or "irregular", while those with good behavior records in prison proved more dependable after release than the ones who had been punished by demotion or solitary confinement. "The figures do not, of course, give a final answer to the question whether the violation is a manifestation of the same antagonistic attitude towards rules and regulations as against prison discipline, or whether the recipient of severe punishment within the institution, embittered, is thereby animated with a deeper enmity against society."

The less intelligent, as determined by psychological tests, seemed as likely to make good on parole as those of average or superior intelligence; and as a sidelight the committee repeats the finding of the state criminologist—that inferior

intelligence is no more frequent in the prison group than in the general population, while in the prison population of Illinois, recidivists, or repeaters, average higher in intelligence than first offenders. Psychiatric predictions on the outlook for parole, based on personality studies, accorded with actual experience. Analyzed by age, the youngest and the oldest showed the best parole records, bearing out the double contention that "the youth who has impulsively embarked on a career of crime is more amenable to supervision than the more experienced criminal of twenty-five or thirty-five years, and second, that the older man of forty and over is beginning at last to learn that crime does not pay."

On the basis of these findings, the committee worked out "expectancy rates" for nine groups of men paroled from Joliet, based on the actual violation rate in the twenty-one factors selected. In these groups the percentages who may be expected to violate parole ranged from 1.5 per cent to 76 per cent. The committee believes that such scientific forecastings may be of great value in penal practice as it has been, for example, in life insurance, since it not only can guide the decisions of the parole board as to which shall be set free and which kept in prison for a maximum term, but also can enable supervision of parole to be directed toward the groups most likely to be in need of it.

The committee in charge of the survey, of which this study was a section, comprised Ernest Burgess, of the department of sociology at the University of Chicago; Dean Albert J. Harno of the Law School of the University of Illinois; Judge Andrew A. Bruce of the Law School of Northwestern University, and research assistants in special fields. Its aim was to find showing of evidence in answer to the fundamental questions: Should the indeterminate sentence and parole system be abandoned or continued? If abandoned, what substitute should be found for it; if continued, what changes, if any, should be made? Its series of studies, which took more than a year and are included in a 268-page report, affirm the wisdom of the present Illinois legislation, recommend specifically methods whereby it might be improved by placing the work on a more scientific basis, with further safeguards against political pressure, and add that "the Parole Board and the Department of Public Welfare, in cooperation with the police, the courts and the penal and reformatory institutions of the state, have a unique opportunity for taking the next great forward step in the constructive solution of the crime problem through the rehabilitation of the criminal." Copies of the report may be obtained from the Hon. Hinton G. Clabaugh, chairman of the Illinois Parole Board, Springfield, Illinois.

GIRLS "gone wrong" constitute so strong an appeal to the organizing instincts of a community as well as to its movie audiences that most American cities have a wealth of agencies dealing with some aspect or other of "girls' work." Five years ago the Big Sister Association of Philadelphia voiced the opinion that a wide and fundamental survey of case-working agencies for girls in that city was needed, to bring about a more effective alignment of the agencies. This view was seconded by the Girls' Aid, the Children's Section of the Welfare Federation, the children's agencies and other groups concerned with the question and as a result there has recently been published the first comprehensive study in this field, City-Planning for Girls, by Henrietta Additon, who as executive secretary of the Big Sister Association from 1923 to 1928 was in direct contact with the day-to-day work. (The University of Chicago Press. Social Service Monograph No. 5. Price $1.25.) Over a period of years, the study considered: What understanding of the reasons "why girls go wrong" have the staff members of these agencies? What do they know about the methods of helping girls who have already got into trouble and of keeping other girls out of trouble? Historical development of girls' work, present practices, case stories, and a survey of present resources and lacks, contribute to an answer which is as readable as it is comprehensive.

Our Running EXPENSES
for
1928
LEAKE AND WATTS HOME SCHOOL—463 Hawthorne Ave., YONKERS, N.Y.
500 CHILDREN—DEFICIT ON EACH CHILD $60 FOR 1928

EVEN a deficit can appear jolly, as witness the blotter sent with a letter to the friends of the Leake and Watts Home School in Yonkers, N. Y. A summary tabulation in the lower corner gave the statement of the 1928 budget and resources—from endowment, city and county and other sources—with its final figure a minus, while the accompanying letter explained in greater detail what $3 or $5 or $150 or $10,000 can do. As a follow-up there is a smaller folder—Soles for Little Souls—reproducing the first of the energetic infants and offering an opportunity to give any desired number of the soles at $3 a pair.

WHEN is a social agency giving "major care," when "minor"? In an effort to clarify and standardize this social-work terminology to afford a basis for common understanding and comparable statistics, A. W. McMillen, director, and Helen R. Jeter, statistician, of the Local Community Research Committee at the University of Chicago, cooperating with the Association of Community Chests and Councils for the registration of social statistics, have prepared an extensive report on the history and present pratice in the use of these terms, with suggested definitions. The report, published in full in the September issue of the Social Service Review, is of importance to agencies and individuals interested in standards of social work and the development of sound measuring-rods to record and evaluate its performance.

IN THE BELIEF that the care of normal dependent children in institutions is obsolete, the Jewish Orphan Asylum Association of Western New York, composed of Jewish Orphan Asylum Societies in Buffalo, Rochester and Syracuse, has closed the doors of its Rochester plant, the Genesee Home, and placed its charges in foster homes. In 1921 Armand Wyle, the superintendent, suggested that the institution, which had a modern set-up on the cottage plan, be changed from a child-caring center to one devoted to re-training and education of problem children in the orphanage group. A recent survey by the New York Bureau of Jewish Social Research found, however, that there seemed no longer a need for its continuance for any type of child in Western New York. It is hoped that the endowment of $175,000 and the price of the buildings when sold, probably more than $100,000, may be kept intact as a foundation for the promotion of child welfare in the three cities. Mrs. Wyle, who supervised the placement of the Rochester children in foster homes, reports that without recourse to publicity or advertising she was able to get four times the necessary number, despite the fact that these homes had to meet not only the standards of the Bureau of Health and the child-placing agencies, but also the special dietary requirements and the proximity to a synagogue.

Students and Race Feeling

By JAMES M. REINHARDT

IN order to get some measurement of the attitudes of young people in two widely separated sections of the country toward various racial and cultural groups, the writer carried on a brief study among two groups of students: one at the University of North Dakota and the other at Morris Harvey College in West Virginia. This article is concerned mainly with the attitudes of these students toward the Negro. A number of those in the North Dakota group stated that they had never seen more than two or three Negroes in their lives and only one of them had any first-hand knowledge of Negro life in the United States. Almost all of the West Virginia students had seen Negroes from childhood. Many of them had lived in the same neighborhoods with colored families and some of them had grown up in homes where Negroes had been employed.

Fifty-two students were used in the study, twenty-eight of whom were registered in the University of North Dakota and twenty-four in Morris Harvey College. All were above the freshman year and all were taking one or more courses in sociology.

The method employed was adopted from the one suggested by Professor Emory S. Bogardus for measuring "social distances" in cities. Fourteen different cultural and racial groups were used: Russian, Jew, Italian, Scotch, English, Irish, Chinese, French, Japanese, German, Negro, Turk, Hindu and Scandinavian. The students were asked to arrange the names of these groups in the order of their preference in each of the following four relationships: fellow-citizen, neighbor, associate in business or profession, a member of your family (not necessarily by marriage but on terms of equality). The students were also requested to indicate by parenthesis wherever a group would not under any circumstances be admitted to a relationship if in his power to prevent it.

In this discussion, the West Virginia students are referred to as Group A, and those who were registered at the University of North Dakota as Group B.

Only four of the twenty-four students in Group A excluded the Negro entirely from the citizenship relation. In six, or about 30 per cent of the cases, however, where he was not excluded he was placed at the bottom of the list of those whom the student would admit as citizens of his own country. Under "citizenship," the Negro was placed above the Turk and also above the Japanese by thirteen, or more than 54 per cent, of the Group A students. Slightly more than 58 per cent of these students preferred the Negro as a citizen to the Chinese, while about eight, or 33 per cent, placed the Negro before the Hindu in the first relation. Strangely enough, exactly 50 per cent of those comprising the A group indicated that the Negro was more desirable as a fellow-citizen than the Russian and while the Negro was given one third place and two fifth places among fourteen races and nationalities, no student placed the Russian above fifth place and he was given that position but once. The Jew appeared less desirable than the Negro, according to seven out of twenty-four students; and ten preferred the Negro to the Italian, though not one excluded the Italian from citizenship unconditionally. Two of this group put the Negro before the Scandinavian; one of these on condition that "he was a Swede." Still one other gave the Negro seventh and the German eleventh place.

Prejudice against the Negro appears keener by comparison among the students comprising Group B than among those of Group A.

Out of the twenty-eight students in the B group, eight, or about 21 per cent, would exclude the Negro entirely from citizenship. Exactly 50 per cent of this group placed the Negro ahead of the Chinese and thirteen, or slightly more than 46 per cent, ahead of the Japanese. While only nine of the twenty-eight students in Group B would be more willing to grant citizenship to the Negro than to the Hindu, sixteen preferred the Negro to the Turk. The Italian appeared less desirable than the Negro to three students in this group, but was not unconditionally excluded by any.

TABLES I and II compare the attitudes of the students in the two groups and show the order of preference for the four relations according to the number of times each cultural or racial group is excluded entirely and according to the ranking of each in relation to the other fourteen. (The ranking in each case was found by averaging all of the places given to the nationality or race. Only those cultural or racial groups who were unconditionally excluded from one or more relationships by one or more students have been included in the table.)

TABLE I

GROUP A

(*West Virginia*)

	NO. OF TIMES EXCLUDED				RANKING			
Race or Nationality	Citizenship	Neighborhood	Business associate	Family	Citizenship	Neighborhood	Business associate	Family
Scandinavian	0	0	2	2	6	6	6	6
Italian	0	0	5	6	8	7	8	7
Russian	4	4	6	17	11	9	9	8
Jew	3	3	1	12	7	8	7	9
Japanese	4	6	7	23	12	11	10	10
Hindu	5	6	8	24	10	12	11	11
Negro	4	4	8	24	9	10	12	13
Chinese	5	10	8	24	13	13	13	12
Turk	5	12	11	24	14	14	14	14

TABLE II
GROUP B
(*North Dakota*)

Race or Nationality	NO. OF TIMES EXCLUDED: Citizenship	Neighborhood	Business associate	Family	RANKING: Citizenship	Neighborhood	Business associate	Family
Scandinavian	0	0	0	0	2	2	1	2
Italian	0	0	9	7	6	6	7	8
Russian	6	0	4	4	8	7	9	9
Jew	0	2	6	8	7	8	8	7
Japanese	9	10	17	28	12	10	11	11
Hindu	5	6	10	28	10	9	10	10
Negro	8	10	21	28	13	12	13	14
Chinese	8	12	20	28	11	11	12	12
Turk	10	14	23	28	14	13	14	13

It is noteworthy that as a citizen and as a neighbor the Negro appears to be more desirable in the students of Group A than any one of four other cultural and racial groups out of fourteen. The current against him grows stronger as he is thought of as passing into the other two relations. He is excluded entirely—along with three other groups—from the family relation, and the feeling against him here is stronger than against any other group except possibly the Turk.

The shift in attitude toward the Negro is not so noticeable in the case of the students comprising the B group, for the reason that the prejudice against him is more pronounced in the first relation. It is noteworthy, however, that whereas only 33 per cent of the students living in the South excluded the Negro from the business association, more than 70 per cent of the students in the extreme northern state would not admit him to this relationship, and these students ranked him below the Turk in the family relation, though both these groups were unconditionally excluded.

A comparison of the reasons stated for excluding the Negro from the various relationships do not differ widely as between the two student groups. Nine of the students in the A group stated or implied low intelligence and natural inferiority as the most undesirable characteristics of the Negro. Three others indicated that natural prejudices against him prevent amalgamation, while four others gave no reason except inability to tolerate him. Of the twenty-eight students in group B, seventeen were afraid of the "low intelligence" of the Negro. Five others could not tolerate him and gave no other reason. Several of the students in both groups did not think that the Negro was naturally inferior, but felt that the intermixture would result in an inferior race.

This study is too limited to allow any broad conclusions. It does indicate, however, that the prejudices against the Negro are stronger among the rising generation in North Dakota than in West Virginia. However, the feeling against him in both groups is not so strong as it is against some other races and nationalities, except in those relations where a considerable interchange of fellow-feeling is necessary and where recognition of social equality is inevitable.

Education for Librarianship

By SARAH C. N. BOGLE

LIBRARIES are very ancient institutions and for many years a man became librarian, or more accurately guardian, of a valuable collection of books and manuscripts by virtue of being a scholar.

The modern library movement in the United States began to make itself felt less than fifty years ago, although there had been libraries in America since colonial times, the private libraries of the colonists having frequently become the nucleus of the college library of early days.

In 1887 Melvil Dewey organized the first library school at Columbia University, which was moved the next year to the New York State Library at Albany. In this school, as in all the early library schools, technique was necessarily emphasized. Melvil Dewey had just originated the decimal classification, Charles Ammi Cutter had just formulated the Cutter cataloging rules and author tables, as well as the expansive classification, and public libraries were developing at a rapid rate, not only in number but in size. Practically all of them were on a minimum budget, so that it was imperative that those who administered them should be thoroughly drilled in library technique.

With the organization of the library school, the demand for professionally trained librarians grew. The supply has never kept up with the demand. This fact was an important contributing factor in the organization of classes in public libraries for training their own staffs. The purpose of these classes has been somewhat modified with the greater development of the regular library school.

Very early in the history of education for librarianship there were leaders in the profession who suggested that there are two distinct groups of workers in a library, the professional, and the non-professional or clerical, and that to require library-school training of this second group was an unnecessary and excessive demand. The theory that experience in these minor positions was necessary preparation for the professional positions, did not prove out in practice. Thus the training class, which is a combination of the apprentice and lecture method and a definite part of the library organization, has developed into a training source for the non-professional

In a recent issue of The Survey, a group of post-graduate school teachers and administrators discussed new aims and methods in the training required for their respective professions and the broadening fields of the professions themselves (see The Survey, June 1, page 283). This article continues the discussion by describing the hows and whys of specialized education for librarianship as a career that offers increasing opportunity for personal satisfaction and service to the community.

positions within the public library of which it is a part.

During the thirty years following the establishment of the first library school, thirteen schools were organized in response to the constant demand for professionally trained workers. Each school set its own requirements for admission, planned its own curriculum, secured its instructors and decided upon its credentials. There was no attempt to set standards until 1915 when ten of the thirteen schools formed themselves into the Association of American Library Schools, which was self-accrediting.

Courtesy American Library Association

Following a study of the needs of the field and of the existing schools, the Board of Education for Librarianship in 1926 proposed minimum standards for four types of library schools: the junior undergraduate library school, requiring one year of college work for entrance, and granting a certificate; the senior undergraduate library school requiring three years of college work for entrance and granting a bachelor's degree; the graduate library school, requiring a college degree for entrance and granting a certificate; and the advanced graduate library school, requiring a college degree and the successful completion of an approved one-year professional curriculum for entrance, granting an M.A. degree for the satisfactory completion of one year of further professional study and the Ph.D. degree under the university regulations governing the granting of that degree.

There are now sixteen accredited library schools which fall into the above groups. The first advanced graduate library school opened at the University of Chicago this fall.

Many library educators claim that there is a discrepancy in these standards in that there is no practical distinction between the standing of the librarian who has three years of college and one year of professional work with the bachelor's degree, and the librarian who has a bachelor's degree plus a year's professional work with a certificate. But their objection goes deeper than this, in that they are of the opinion that there are subjects in the library curriculum that definitely class as undergraduate courses, and which should be taken with undergraduate work. These subjects include the elementary technique of library work, the ground work of library methods—which is professional and distinctly advanced over the clerical routine for which the training classes prepare, but which is in no way ranked as graduate work by the scholar.

The advocates of this classification of courses also claim as another advantage for it, that it leaves the student free in his graduate work to supplement his schedule of library courses with courses in other schools of particular interest to him in the special field for which he is preparing; for like all other professional fields today, the library field is one of increasing specialization.

An efficient public library has some part in every important undertaking of the community. Thus, while the librarian must be efficient in business administration, it is necessary for him to know local history, the economic, educational and social forces of his community, and to take part in the intellectual interests. This means a thorough preparation in history, economics, education and sociology and as much special knowledge of art as possible.

The public librarian has been the basic type from which other librarians have varied. In the university librarian, scholarly attainments and a wide knowledge of subject matter have been called for. The children's librarian, in addition to a complete knowledge of children's literature, needs a basic knowledge of child psychology and educational sociology. The school librarian is required to have a minimum preparation in education, and the librarian of the reference and special library must have detailed knowledge of his field, particularly its literature. Hospital libraries, institutional libraries, and libraries in foreign-born communities call for librarians with a special preparation for social work.

The whole trend of the present method of education for librarianship is away from emphasis upon the formal fulfillment of a technical preparation and toward a new emphasis on knowledge of the specific field or fields which must be served.

On Teaching Courage

By ALFRED ADLER, M. D.

Translated by W. Béran Wolfe, M.D., and B. S. Knauer

IT is not easy to formulate an educational aim which is completely free of misunderstanding and delusion. Once a goal is assumed, it should be stated so clearly that false steps and erroneous ideas are clearly excluded. For one thing, an educational goal should be free of the taint of religious, national, or social prejudices, for despite the fact that they seem of great value to the educator, extraneous educational ideals, although not objectionable in themselves, frequently leave permanent undesirable impressions upon the child. The average teacher not only has preconceived ideas of the goal of education, but resorts to all manner of dogmas to support his thesis. An educational point of view should be severely tested before it is adopted. And in adopting a new point of view in education an agreement as to the method of procedure, based either upon scientific research, or at least on sound common sense, is highly desirable.

The outstanding defect of our present educational system is its lack of consideration for youth. It creates two distinct classes, a ruling class, and a ruled class. But a

A year ago the Survey published Alfred Adler's vivid story of the growth of his educational theories and his application of them through the famous behavior clinics in the public schools of Vienna, which he organized and which he and his students are carrying on (see The Survey, Sept. 1, 1927, page 490). Both teachers and parents have asked for more articles by this doctor-turned-educator. This brief paper, translated by two of Dr. Adler's pupils, emphasizes again the importance of making the child consciously a member of the community—the basis of Dr. Adler's educational philosophy.

desirable system of education would facilitate the development of retarded children, rather than address itself to the task of fostering seemingly talented children. The "test" method of discovering latent as well as artificially evident (and much over-rated) talent has proven of no practical value. It is far more important to know that any child can be stimulated to greater accomplishments if his teaching is thorough.

If we exclude feebleminded children from our discussion, the choice of the aim of education should present few difficult problems. It seems natural that the educational ideal ought to be universal in scope. Its purpose must be to stimulate thought, and its scope must be broad enough to enable every child to develop into a socially useful individual.

Every educator should realize the importance of correct intellectual, moral and physical training, as the opportunities for such development are all too limited at present. That child who is liberated from the superstitious belief in the divinely marked boundaries of talent and lack of talent, has already taken a great step in the direction of future validity. Traditional and emotional mottoes are valueless in education.

There is a primary need for understanding between teacher and pupil. The purpose of this understanding is the creation of self-confidence in the child, and it must be fostered by careful efforts on the part of the teacher. Only when it exists can we expect that courage and self-confidence, the fundamentals of all creative and useful work, can result. I feel that methods of individual psychology establish the proper understanding between pupil and teacher, because they are not only highly constructive but offer so many opportunities for the development of a strong bond between the pupil and the cosmos, and between the pupil and his fellows.

As soon as a child's work appears useless to him, his self-esteem vanishes, and he develops an inferiority complex. The inferiority complex results from meeting with constant social contradiction, and it jeopardizes the child's own life. When the pupil is burdened with an inferiority complex he must pay the price exacted for the violation of the common-sense logic of coöperative social life. Consequently life becomes more burdensome to him as his education progresses, rather than easier as he has a right to expect. In the end the pupil feels isolated from society, and acts as if he were a stranger in an enemy country.

The only worth-while achievements of man are those which are socially useful. When a child lacks interest in his fellows it is always because he is afraid that he is incapable of making himself useful. Modern psychology shows that the individual who has lost hope resorts to all manner of tricks which have no relation to reality, but are superficially capable of bolstering his self-esteem. The child does not realize that the consolation he derives from his tricks, aside from its temporary utility as a stop-gap, is artificial and illogical.

Courage and self-esteem, twin constructive factors, are the natural consequences of a well-developed social feeling. As long as a child believes he has a chance for progress and that the way toward social utility is open to him, it will never occur to him to seek socially futile means of establishing his validity. The birth of social courage in the soul of the child occurs when he realizes his own constructive social power. Every child deserves the opportunity to satisfy his desire for useful activity and this desire must be fostered by a thorough understanding. It is false pedagogy to hinder the child's development by believing that bad heredity or organic incapabilities preclude further development.

There can, therefore, be but a single goal of education, and that—education to courage. This has been my standpoint in formulating individual psychology, which has not only pointed the way but developed a technique for teaching courage. We find among the products of our schools spoiled children, "nervous" children, criminals, prostitutes, and candidates for suicide. These unhappy end-results characterize any system of education which does not vouchsafe children the feeling that they can achieve social usefulness and social approval. Moreover, when these end-results occur we may deduce that the educational system did not give its subjects the opportunity to feel themselves part of the larger social scheme. A brief glimpse into their lives will reveal that the criminal, the prostitute, the suicide, the "nervous" or spoiled child came into conflict with society as soon as he was sidetracked from a life of social utility. There can be but one method of redemption for such individuals: reconciliation with their social group by training them to courage, and by teaching them to feel that they are capable of gaining social approbation. So long as these individuals feel themselves outlawed from the social group, there is no hope for them.

TWO LISTS OF BOOKS "for small boys and girls who have graduated from readers and 'easy books' and wish to read 'for fun'" are offered by the St. Louis Public Library in a recent bulletin, More Books for Children, prepared by Charlotte D. Conover, children's librarian of the Buder Branch, and Adele Reiss of the Stations Department. The first list is for readers of seven to nine, divided into story books, fables and folk-lore, poems and plays, useful books. The second is a list of adventure books for boys and girls of all ages. The new bulletin adds to the four lists similarly prepared two years ago, under the general title, Some Books for Children, which have been so helpful to teachers, children's librarians and parents.

Writers need more stool and birch.

Three drawings by Julia McCune Flory, for Roads to the North by Charles S. Brooks. Published by Harcourt, Brace and Company, New York.

Books in Our Alcove

The Poor Man's Day in Court

THE LANCE OF JUSTICE, *by John M. Maguire, with a foreword by William D. Guthrie. Harvard University Press* 1928. 295 *pp. Price* $3.00 *postpaid of The Survey.*

THE Lance of Justice is the first book of its kind. It sets a good example for others to follow in lucid style and interesting material. Professor Maguire has described in a fascinating way the history of what is probably the largest private law office in the world—the New York Legal Aid Society. It started, in 1876, handling the legal difficulties of 212 German immigrants. Today it disposes of over thirty thousand cases a year for persons of all nationalities. The copious illustrative problems indicate a type of service completely different from that of other organizations in the welfare field. We see them as the legal-aid attorney sees them, a flood of suspicion, bewilderment, sorrow —the poor man struggling for justice against the host of persons who use the laws to defraud him. There is human interest in every paragraph.

The central figures of the story are that great philanthropic leader of the Bar, Arthur v. Briesen, president of the society from 1890 to 1915, and the attorney-in-chief who headed the office down to and including the present incumbent, Leonard McGee.

The story is one of courage, of pioneering, of successful battles with swindlers and frauds. The practical reader will see in it the functioning of an efficient flexible piece of legal machinery giving the poor man in a crisis aid through the law of the land. The idealist will note the practical application of a fundamental principle of our government—that before the law all men must be equal.

National Association of Legal Aid Organizations

JOHN S. BRADWAY

A Way Out for the Mines

A WAY OF ORDER FOR BITUMINOUS COAL, *by Walton H. Hamilton and Helen R. Wright. Macmillan. 361 pp. Price* $2.50 *postpaid of The Survey.*

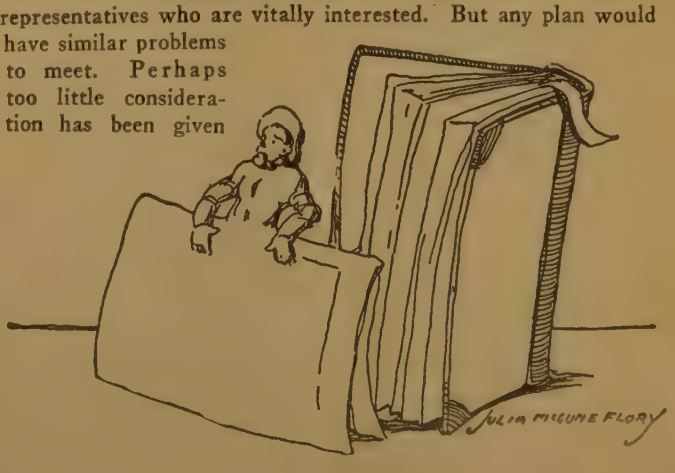
FREE enterprise, the uncontrolled, individual pursuit of profits, has broken down in bituminous. It has produced coal in excess of the relatively fixed needs of the market, but profits and wages are uncertain and inadequate. Thousands of operators are blindly getting coal from the earth with little prospect of marketing it. Hundreds of thousands of miners are daily fighting for the right to exist in an industry which will not support them. And the beneficiaries of chaos, the consumers, are being subsidized by half-starved miners and bankruptcy-driven operators.

In theory and in the long run, this condition should correct itself. Half of the half-starved miners should go into radio announcing, the movies, choral singing, orchid growing or any of the new and promising fields of human endeavor. The surplus operators should retire to Florida to spend their declining years in avoiding hurricanes and inheritance taxes.

But nothing like this happens and confusion grows worse confounded. In an earlier book, The Case of Bituminous Coal, Hamilton and Wright have analyzed this condition with a lucidity, competence and lightness of touch unexcelled in the treatment of economic problems. Here they take the next step. We cannot wait for chaos to create its own order. In bituminous, if in no other industry, order must be created by thought and direction. The problem is "control of capacity," when, where and how not to produce coal: the ends, adequate livelihoods and low real costs; the means, organization.

Rapidly, and a little disdainfully perhaps, the authors discard partial measures of order called tinkering, the rather nebulous suggestions of the Coal Commission, union and business monopoly, and commission regulation—all for what seem to be, under the influence of a persuasive logic, the best of reasons. They would set up in place of these a Federal Bituminous Coal Company equally representative of the organized miners and the organized consumers with five voting members from each group on the board of directors and four non-voting members elected by the technical and administrative staffs. The fifteenth member of the board, the president, is to be elected by the board from outside its own membership. The present owners will receive for their equities, notes or debentures bearing a fixed rate of interest and will then pass out of the picture. District administrative organizations will be created.

There are difficulties in the way—in deciding what mines to acquire, in valuation, in the prevention of bootlegging operations, in the balance of power between consumers' representatives who are only mildly interested in coal, and the miners' representatives who are vitally interested. But any plan would have similar problems to meet. Perhaps too little consideration has been given

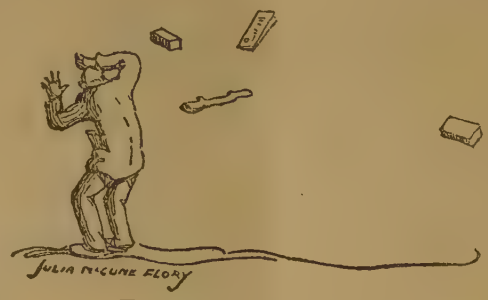


to commission regulation as a more practicable procedure in view of American experience and conservatism. Commission regulation is practical, but so is the balance of interests set up in the proposed directorate. To expect a commission to function chiefly by killing off mines is to expect a good deal, but not more than that miners' representatives would cheerfully kill off miners.

An intelligently radical procedure is here proposed, not, one presumes, as the last word, but as a basis for thought and discussion.

NORMAN J. WARE

Wesleyan University, Middletown, Connecticut



The perils of an author

Page Lem and Lena

THAT MIND OF YOURS, *by Daniel Bell Leary. Lippincott. 226 pp. Price $1.75 postpaid of The Survey.*

THE foreword states that "the title of this book is that of a series of daily articles which have been running in the Buffalo Evening News for the past four years." Five chapters, excluding a bibliography and an index, comprise the book which is offered as "the story of modern psychology."

As viewed by the psychiatrist, the author has made an attempt to popularize some of the older academic and physiologic psychology, somewhat after the fashion of other popularizing efforts of adherents to the behavioristic, the dynamic, or the "new" psychology. Thus he takes up in turn, sensation, percept, concept, stimulus, response and other standbys of the good old static psychologic school. Later he discusses habits, memory, illusions, hallucinations and the like, all in an easy, jocular and simple style designed (and doubtless successfully) to appeal to the objects of his dedication—"the man in the street and his worthy feminine counterpart."

All in all, That Mind of Yours is a book which, with the exception of relatively few passages, can do the reader little harm. On the other hand, and in the light of its almost complete omission of practical suggestions for applying the knowledge it offers, the amount of usefulness it can be put to is problematical. One fears the "man in the street and his feminine counterpart" will pore conscientiously over the first half-dozen pages of Dr. Leary's book, and then, failing to find that panacea which the "man in the street" invariably wants, will proceed to a perusal of Mutt and Jeff as more palatable cerebral nourishment.

GEORGE K. PRATT, M.D.

National Association for Mental Hygiene

The Unconscious

THE UNCONSCIOUS: *A Symposium, edited by Mrs. W. F. Dummer. Knopf, 1927. 260 pp. Price $2.10 of The Survey.*

A COLLECTION of articles by specialists in biology, sociology, psychology, psychiatry, and anthropology. The contributors inspire confidence: C. M. Child, Kurt Koffka, John E. Anderson, John B. Watson, Edward Sapir, W. I. Thomas, Marion E. Kenworthy, F. L. Wells, William A. White. Some of the material is familiar; most of it is new. The unconscious becomes something more than memory buried deep to disturb mysteriously. To Thomas it is part of the picture in the pattern of personality; to Sapir it is culture learned early, learned well and used without thought; to Watson it is "unverbalized" behavior. They all agree that the unconscious is habit stored away so neatly in the configurations of conduct that it was once called instinct. I like the book.

NELS ANDERSON

Seth Low Junior College, Brooklyn

Be Honest—Even to Children

YOUR GROWING CHILD, *by John Addington Bruce. Funk & Wagnalls. 405 pp. Price $2.50 postpaid of The Survey.*

HERE is one more volume to be added to the stream of books on the rearing of children which is pouring steadily forth from the hosts of those who aspire to be known as authors or, having already established themselves among the book-reading public, desire to continue to cash in on this good-will, for the book market is never saturated for books that hold out any hope of help to puzzled parents. With half-hoping, half-despairing eagerness, they buy each book that purports to contain new knowledge about how to deal with children, only to find in most cases that nearly everything in it has been written before. Most of these books are restatements of what has repeatedly appeared, and Your Growing Child is not singular in this respect. One chapter in it, however, called Training for Honesty, seems really worth reading, even if it contains nothing new, for one cannot too often be reminded of that very important factor in child-rearing, that is, strict honesty on the part of adults in dealing with them. Grown people whose ethics toward other adults are fairly commendable seem to fall naturally into the temptation to be dishonest with children and with unfailingly bad results.

RUTH M. GATES

New York City

Prep-Health

THE HEALTH OF YOUTH, *by Florence L. Meredith. 535 pp. Blakiston. Price $1.60 postpaid of The Survey.*

THIS hygiene text-book was "prepared for students in the last year or two of junior highschool or the first year or two of the senior highschool." It was not developed by the experimental or class-room method and it is not indicated that the author, a capable and experienced teacher of college freshman hygiene at Tufts and Simmons, has ever taught pupils of the ages for which this book was prepared. In its method of approach and pre-supposed training, it seems well adapted for the last two years in senior highschool but ill-adapted to the age levels mentioned above. Its unusual length is due to the detailed treatment of the hygiene phases of the more common subjects—such as diet, assimilation, ventilation, posture, exercise, sleep, clothing, bathing, the sense organs and safety, plus several pages of somewhat less common material on infection and immunity, epidemic diseases, poisoning, and mental hygiene. The extensive detail is carefully presented and the illustrations are attractive. The book-making is good except that the paper is too glossy.

C. E. TURNER

Massachusetts Institute of Technology

The Pedagog's Vision

BETTER SCHOOLS, *by Carleton Washburne and Myron M. Stearns. John Day. 342 pp. Price $2.50 postpaid of The Survey.*

TO those who deplore the tendency to conformity in our public-school system, Mr. Washburne's exhaustive survey of progressive and experimental methods of education will be tremendously encouraging. Advanced educators in all parts of the United States are coming to a fairly general agreement that training is only a part—and probably not the most important part—of education. If the social aspect of our civilization is to keep pace with its industrial, scientific and cultural advancement, people must become more generally cognizant than they now are of the interdependence of race and nations. To bring children to an understanding of this interdependence of modern

life may seem to be a rather pretentious undertaking. Yet Carleton Washburne is hardly exaggerating when he says that it will probably be a desperate race between the new education and man's tendency to use for his own destruction the power which he possesses. The old education attempted to educate the body and the mind of the child. The new education, in addition to this, seeks to develop his social consciousness and make of him a social being.

Mr. Washburne's survey begins with Mr. Wirt's inauguration of the platoon system in Gary, Indiana, some twenty years ago, and enumerates innumerable innovations upon the prescribed system which, in their turn, become the accepted order of procedure. He ends with Henry C. Morrison's analysis of the three stages of educating: during the first, or primary, children acquire the tools of learning; during the second, or secondary, they learn how to use them; during the third, the student has learned to travel alone. Many students never pass beyond the second period. For many others the third period continues indefinitely. Education is coterminus with life. It is the object of experimental schools to fit students into these periods, not chronologically, but as they best fit mentally and socially. Their success has been greatest in the primary period. But highschools from coast to coast, and such colleges as Antioch, Swarthmore, and Wisconsin give evidence of what can be accomplished when a man has the vision to see, and the strength to do.

NELLIE M. SEEDS

Manumit School

Psychoanalysis

FURTHER CONTRIBUTIONS TO THE THEORY AND TECHNIQUE OF PSYCHOANALYSIS, *by Sandor Ferenczi, M.D., Budapest. Boni and Liveright. Price $5.00 postpaid of The Survey.*

THIS volume comprises the second collection of papers and notes selected from the large number of articles by Dr. Ferenczi which have been published in various journals during the years between 1908 and 1926 inclusive. Among them are several of the author's most important contributions to psychoanalysis and its therapeutic technique; notably those on the subject of Active Therapy and its contra-indications, and on the Psychoanalysis of Sexual Habits. Of great interest also are the Observations on Tic.

The first part of the book provides a general introduction to the psychoanalytic theory of the neuroses, taking up in order neurasthenia, the anxiety neuroses, hysteria and the obsessional neuroses. The theory of censorship and the mechanism of repression are elucidated, and the significance of the sexual factors in the etiology of the neuroses is dealt with. A few pages here set forth some general principles of therapy. Then follows a series of more specialized papers on various psychological mechanisms. These are discussed both from the point of view of etiology and in regard to the details of therapeutic handling, and are illustrated with a wealth of illuminating case material. The last part of the book is largely composed of short notes on symbolism, dreams and symptomatic behavior which are of illustrative and suggestive value.

Dr. Ferenczi has been in close sympathy with the views of Freud for the last twenty years, and his own research and contributions have served largely to support Freud's hypotheses as well as to deepen greatly, through his own formulations, our insight into psychological mechanisms. The style is simple, clear and forthright, and the book is one which should be of great value to all those whose interests lie in the fields of normal and abnormal behavior.

EDWARD J. KEMPF, M.D.

Law for Health Workers

MICHIGAN HOSPITAL HANDBOOK, *by Dorothy Ketcham. Prepared in cooperation with the Michigan Hospital Association. 237 pp. Price $2.00 postpaid of The Survey.*

THIS little book may be able to prove itself more important to good social work in the state of Michigan than its title would suggest. It is described as a digest of laws affecting hospitals but it contains the laws which not only hospital workers should know but also many laws which workers in general health agencies should know. Social workers realize how impossible it is to consider health as a subject separate and distinct from other social problems, so the volume contains much legal information which should be very valuable to Michigan social workers who are perhaps not primarily interested in health.

A glance at some of the more important legal subjects digested proves how broad a subject health is: abortion, children, coroner's inquest, care of the deaf, insane, marriage of infected persons, legal settlement, regulation of employment, garnishment, drugs, poisons, support, and so on.

The digesting of the law seems to have been well done and it is surprising how very readable the volume is. Good printing and attractive binding help it a bit, of course. The material is arranged by subjects, and statutes and cases are cited. An appendix gives a directory of all the hospitals in the state. Another valuable appendix lists national, state, and local medical and social agencies connected with hospital and patient problems.

In fact there are several appendices which contain the sort of information which is quite indispensable to the worker who does good social work. Not much is said about federal laws and regulations on health or the United States Public Health Service.

The Michigan Hospital Association is to be commended for conceiving the idea of this useful publication, and Miss Ketcham for carrying it out so admirably.

Social workers are much too prone to ignore the law in their efforts to assist out of trouble people who appeal to them for help. Michigan will now have such legal information as have Illinois, Ohio, and Virginia workers.

JUNE PURCELL GUILD
Research Secretary,
Richmond (Virginia)
Council of Social Agencies

A New Box of Books

At the recent meeting of the Progressive Education Association in New York the following books were the best sellers at The Survey's book counter:

GROWING UP, *by Karl de Schweinitz. Macmillan. 111 pp. Price $1.75 postpaid of The Survey.*
AN ADVENTURE WITH CHILDREN, *by Mary H. Lewis. Macmillan. 250 pp. Price $1.75 postpaid of The Survey.*
ADVENTURING WITH TWELVE-YEAR-OLDS, *by Leila Stott and Caroline Pratt. Greenberg. 193 pp. Price $2.00 postpaid of The Survey.*
PARENTS ON PROBATION, *by Miriam Van Waters. New Republic. 333 pp. Price $1.00 postpaid of The Survey.*
ABOUT OURSELVES, *by H. A. Overstreet. Norton. 300 pp. Price $3.00 postpaid of The Survey.*
STUNTS FOR IN- AND OUT-OF-DOORS, *by Arthur H. Strouse. Strouse. Price $.60 postpaid of The Survey.*
EVERYDAY PROBLEMS OF THE EVERYDAY CHILD, *by Douglas A. Thom. Appleton. 350 pp. Price $2.50 postpaid of The Survey.*
CHILD GUIDANCE, *by Smiley Blanton and Margaret G. Blanton. Century. 301 pp. Price $2.25 postpaid of The Survey.*
EXPERIENCE AND NATURE, *by John Dewey. Open Court Publishing Co. 443 pp. Price $3.00 postpaid of The Survey.*
INSIDE EXPERIENCE, *by Joseph K. Hart. Longmans. 287 pp. Price $2.50 postpaid of The Survey.*
LET'S PLAY, *by Edna Geister. Doran. 156 pp. Price $1.25 postpaid of The Survey.*
INFLUENCING HUMAN BEHAVIOR, *by H. A. Overstreet. People's Institute Publishing Co. 296 pp. Price $3.00 postpaid of The Survey.*
WHOLESOME MARRIAGE, *by Ernest R. Groves and Gladys H. Groves. Houghton Mifflin. 239 pp. Price $2.00 postpaid of The Survey.*
THE NERVOUS CHILD AND HIS PARENTS, *by Frank Howard Richardson. Putnam. 400 pp. Price $2.50 postpaid of The Survey.*
CULTIVATING THE CHILD'S APPETITE, *by Charles Anderson Aldrich. Macmillan. 127 pp. Price $1.60 postpaid of The Survey.*
NEW SCHOOLS IN THE OLD WORLD, *by Carleton Washburne. John Day. 174 pp. Price $1.75 postpaid of The Survey.*

Looking In at Social Work

SOCIAL WORK AND TRAINING OF SOCIAL WORKERS, *by Sydnor S. Walker. University of North Carolina Press. Price $2.00 postpaid of The Survey.*

MISS WALKER has written a book which ought to be a stimulus to all who are interested in social work and the training of social workers. She has made a realistic approach to the problems faced by those who are attempting to make social work a profession—the difficulty of appraising results because the product is paid for and consumed by different groups of people—the difficulty of defining the field in relation to any concrete task and to the boundaries of other professional activities—and the difficulty of securing competent workers because of the hang-over of the notion that persons should dedicate their lives to the task without thought of adequate remuneration.

It is refreshing and, to the mind of this reviewer at least, extremely helpful to have this sort of analysis made by some one entirely outside of social work. While we may not agree with all of her conclusions, it is salutory to "see ourselves as others see us" when our occasional hazy delusions of grandeur are "debunked." At the same time, Miss Walker has faith in the future of social work if and when social workers and social scientists shall recognize more frankly their common interests and "appreciate the fact that they must work out a program of development and expansion together."

Miss Walker sees beneath the surface of many of our pronunciamentos to the facts which contradict them. We do, as she says, give lip service to the notion that the social sciences have much to do with the preparation of persons for social work, but place no insistence upon the requirement that new workers shall study these sciences. We talk about a year or two of graduate study as a desirable thing for a social worker in addition to her college course, and still our agencies take on staff members who have not completed highschool. We claim scientific merit for our activities, and still contend that the case-work technique may best be acquired by practice, and endorse apprenticeship training.

The book has an excellent table of contents, an extensive bibliography under classified headings, and an index.

MARY CLARKE BURNETT

Carnegie Institute of Technology

Management Acquires a Conscience

LABOR MANAGEMENT, *by Gordon S. Watkins. A. W. Shaw. 726 pp. Price $5.00 postpaid of The Survey.*

ENLIGHTENED administration of human relations in industry is as yet only in its infancy," Watkins concludes after having written seven hundred of the most enlightened pages yet published in this field. So apparently it is at last a very lusty infant to say the least. In calling this, fairly, an enlightened book it should not be inferred that it therefore belongs to the category of the impractical—Watkins' experience in labor management with Pacific Coast financial institutions has served to blend the practical with the visionary to yield a far-sighted and yet workable approach. The first and the last of the thirty-three chapters crystallize his socialized viewpoint, which runs as a thread—broken at places— through the intervening chapters which deal with the orthodoxies of labor management, such as requisition forms and discharge records.

Labor cannot be considered as a commodity—the objective of industry lies in enriching the life and experience of the whole community as much as in supplying things, and this goes as well for employes as for customers. "Labor," from his viewpoint, is simply a convenient term for a group of humans having personalities, desire for betterment, self-respect, and social needs; it is not primarily something to tend machines and never be late or tardy. Is it little wonder that from this approach he can find usually static employment records breathing and pulsating with life? The employes' magazine becomes as vital in the scheme of things as worker representation in management.

The virile emphasis on this point of view may mark the point where labor management leaves behind the age of infancy and starts its tortuous development into the adolescent ages.

DONALD A. LAIRD

Colgate Psychological Laboratory

Apologies

TWO errors crept into the Book Review department of The Survey for September 15, which we hasten to correct. The review of the Principles of Public Administration by W. F. Willoughby (Johns Hopkins Press, $5), on page 613, was written by EDWARD A. FITZPATRICK and not by the mythical *Kirkpatrick* substituted by the printer, to whom all Patricks must look alike. Our apologies to Dr. Fitzpatrick of Marquette University. And in Otto T. Mallery's enthusiastic review of The Road to Plenty, by Foster and Catchings (Houghton Mifflin-Pollak Foundation, $2), on page 610, an error was made in the price. Mr. Mallery, in his eagerness to secure a wide reading of this and other volumes published for the Pollak Foundation, stated that four of them could be had for $2. The price is in fact $2 per volume, or $8 for the four. But the secretary of the Pollak Foundation writes us that they are offering a special price of $5 for a set of five, Money, Profits, Business Without a Buyer, The Road to Plenty, and the Pollak Prize Essays, if the order is sent direct to the Pollak Foundation, Newton 58, Massachusetts, accompanied by check.

RUN OF THE SHELVES

A DESCRIPTIVE LIST OF THE NEW BOOKS

Edited by Halle Schaffner

THE SOCIOLOGY OF LIFE INSURANCE, *by Edward A. Woods. D. Appleton and Company. 311 pp. Price $2.50 postpaid of The Survey.*

INTRODUCING the institution of life insurance to the student of social problems. While it does not suggest life insurance as the ultimate panacea, this work attempts to outline the scope of its remedial effects. Contents include such chapters as the influence of life insurance upon the status of women; the relation to the development of saving and estates; as a promoter of thrift; as an aid to education and philanthropy. Illuminating.

FEDERAL AID, *by Austin F. MacDonald. Crowell. 285 pp. Price $2.75 postpaid of The Survey.*

AN effort has been made to describe and evaluate objectively the entire federal aid system, based on a field survey—made possible through a research fellowship—in which the author reached every section except the Pacific Coast. Of especial interest to vocational workers are chapters VII, VIII and IX.

PLAY DAYS, Their Organization and Correlation with a Program of Physical Education and Health, *by Helen Norman Smith and Helen L. Coops. Barnes. 45 pp. Price 75 cents postpaid of The Survey.*

THIS pamphlet is a consideration of the play-day project in three separate situations: the city highschool, the rural highschool, and the college. General suggestions for a correlated program of health and physical education serve to point out the possibilities of enlarging the program of health and physical education in the school through the interest and advantages of the play-day idea.

THE CHILD GUIDANCE CLINIC AND THE COMMUNITY. *The Commonwealth Fund, Division of Publication, New York City.*

A PAMPHLET containing a series of papers bearing upon the function and relation of the child-guidance clinic to the community—how it cooperates with the juvenile court, the

school and the child-welfare agency. These papers offer suggestions of sound value and provide fresh stimulus to all those interested in applying the principles of mental hygiene to the study and treatment of child problems in behavior and personality defects.

MORTON PRINCE AND ABNORMAL PSYCHOLOGY, *by W. S. Taylor. Appleton.* 105 *pp. Price* $1.75 *postpaid of The Survey.*

A HISTORY of a phase of psycho-pathology in America as developed by a pioneer in the subject.

THE LONE GIRL SCOUT ADVENTURER. *Published by Girl Scouts, Inc.* 83 *pp. Price* 35 *cents postpaid of The Survey.*

FOR those who have reached the first Lookout where the Tenderfoot Trail ends and the Adventurer's Trial begins, this little handbook should serve as first aid to all sister scouts.

BUILDING AND FLYING MODEL AIRCRAFT, *by Paul E. Garber. The Ronald Press.* 292 *pp. Price* $2.25 *postpaid of The Survey.*

AN OFFICIAL handbook for all model builders and tournament contestants. Intended for the aid of clubs, recreation leaders, manual training instructors, this work is also a textbook for the student in elementary aeronautics.

THE ECONOMIC WORLD, *by Arthur R. Burns and Eveline M. Burns. Oxford University Press.* 304 *pp. Price* $2.00 *postpaid of The Survey.*

ISSUED by the Oxford University Press, this book comes as a guide to the reader untrained in economics. The needs of the student have been held in mind in order to present a clear and simple picture of the mechanism and operation of the economic world.

FUNERAL COSTS, *by John C. Gebhart. G. B. Putnam.* 271 *pp. Price* $3.50 *postpaid of The Survey.*

"OH DEATH where is thy sting" analyzed by experts. A careful survey, made by a committee at the request of the Metropolitan Life Insurance Company. The High Cost of Dying organized and classified according to a logical plan, in relation to overhead—and underground—figures, along with suggestions and recommendations (see The Survey for February 15, 1928).

YOUTH, *A Book for Two Generations, by Elizabeth Sloan Chesser, M.D. Dutton.* 112 *pp. Price* $1.00 *postpaid of The Survey.*

IN a clear, concise way Dr. Chesser presents some of the major difficulties that beset youth. She touches upon the strife between the two generations, the sex urges, the essential need to treat the adolescent from the standpoint of his physical as well as his mental well-being, and without going into the whys or wherefores that lie at the root of conflicts, gives us the benefit of a wholesome, if somewhat limited viewpoint.

LAUGHTER AND HEALTH, *by James J. Walsh. Appleton.* 197 *pp. Price* $1.50 *postpaid of The Survey.*

LAUGH and the world laughs with you has a definite purpose in life: to help us live longer. A sense of humor should be cultivated if it is not already a natural habit in order to save us from disturbed states of body and mind. Laughter is not only the best way to get rid of worries, it excels as a general stimulus to health. In a tense age this little book carries a real message by giving us the reasons why laughter acts as a vital therapeutic agent—to keep our tissues well.

THE MEDICAL, SOCIAL, ECONOMIC, LEGAL AND RELIGIOUS ASPECTS OF BIRTH CONTROL, *by S. Adolphus Knopf, M.D. American Birth Control League, Inc.* 93 *pp. Price* 50 *cents postpaid of The Survey.*

PIONEER of the anti-tuberculosis movement in America and a widely known physician, Dr. Knopf fortunately has the ear of the medical profession, which has been none too progressive in its attitude toward birth control. But this booklet, revised and enlarged from an address given before the New York Academy of Medicine, has won a wide circulation and approval from laymen as well as doctors, as witness the appearance of this fourth edition. Profits from the sale of it go to the American Birth Control League, Inc., 104 Fifth Avenue, New York City.

THE DAILY HEALTH BUILDER, *by C. Ward Crampton, M.D. Putnam.* 161 *pp. Price* $1.50 *postpaid of The Survey.*

PRESCRIPTIONS of exercise by a physician to be used under your physician's instructions. Entirely free from technical words and medical phrases.

THE CORNISH MINER, *by A. K. Hamilton Jenkin. George Allen & Unwin, London.* 321 *pp.*

AN ACCOUNT of his life above and below from pre-Roman times to the present day. Changes in the industry are traced, together with the history of the home industry and the present position of Cornish mining.

THE CHILD AND THE HOME, *by Ernest R. Groves. University of North Carolina Extension Bulletin.* 24 *pp. Price* $.25 *postpaid of The Survey.*

A LIST of readings (for the most part annotated) for parents, teachers, club women, to aid individual or group study-work. For practical purposes these books and articles listed are excellent, since only those of real worth are mentioned.

A SHORT HISTORY OF MEDICINE, *by Charles Singer. Oxford University Press.* 368 *pp. Price* $3.00 *postpaid of The Survey.*

"THROUGHOUT this book, then, the ideal kept in view is the description of medicine as a rational discipline involving many and perhaps all the sciences." Writing in simple style, the author concerns himself with the development of the true science, embodying also the philosophical result of his labors.

THE YOUNG CHILD AND HIS PARENTS, *by Josephine C. Foster and John E. Anderson. University of Minnesota.* 190 *pp. Price* $1.50 *postpaid of The Survey.*

THIS compilation of 100 brief case histories describing the behavior of children whose ages range from two to six should be of great value to parents and students in gaining added insight into the problems and difficulties cited, as well as help in suggested techniques of treatment.

THE NATIONAL INSTITUTE OF PUBLIC ADMINISTRATION: AN ADVENTURE IN DEMOCRACY, *by Luther Gulick. National Institute of Public Administration.* 106 *pp. Price* $1.25 *postpaid of The Survey.*

A PROGRESS report describing the history and work of the Bureau of Municipal Research, the training for public service, and the scope of the National Institute of Public Administration. Gives a rosy glow to the great American scene—and what price party politics?

THE WORK OF THE INTERNATIONAL LABOR ORGANIZATION. *National Industrial Conference Board.* 197 *pp. Price* $2.50 *postpaid of The Survey.*

THIS study contains a "comprehensive analysis of all draft conventions and recommendations adopted by the International Labor Conference and of the action taken by member nations." Presents a review of all proposals made by the I. L. O. for the betterment of labor conditions together with a discussion of obstacles that block international labor standards.

THE PROBLEM OF ETHICS, *by Frank C. Sharp. Century.* 566 *pp. Price* $3 50 *postpaid of The Survey.*

"LIFE is a struggle to think well of ourselves." The territory of conduct judged by a firm yet flexible surveyor of ideals. He seeks to tap the nature and source of human truths, concerns himself with their validity and affords us a broader, encompassing view of those twin ranges: The Right and The Good, plus the peaks that lie between.

HEALTH WORK IN SOVIET RUSSIA, *by Anna J. Haines. Vanguard Press.* 177 *pp. Price* 50 *cents postpaid of The Survey.*

IT has been said that the degree of civilization of a nation may be measured in terms of the amount of soap used. How the public health of Russia is being handled, the program of enlightenment and education—constituting a surprising and vigorous campaign—is dealt with herein by a careful and competent observer. It carries a preface by Lillian D. Wald, which makes further introduction superfluous.

People We Like

By LAWSON G. LOWREY, M.D.

WHAT do people like in other people, and what do they dislike? Each social worker in a group of forty-four was asked to prepare a list of traits that he or she regarded as desirable, as undesirable, and those which might be either. By taking the first four on each list, there resulted a raw list of one hundred and seventy-six traits. I have selected for mention here the outstanding desirable and the outstanding undesirable traits. I was surprised, and I think you will be, to learn that the most desirable trait is—

Cheerfulness. Cheerfulness appears to be an essential of companionship and friendship. It is better to talk to an individual who smiles at you than to talk to a grouch. If you don't believe it, go and try it. Of course, nowadays a man is afraid to smile at some one when walking along the street because any young lady might happen to be a policewoman! However, there are many situations in which the smile produces for us a contact with the individual that we could make by no technique at our command.

Not everybody can be cheerful all the time because, for one thing, some of us have a good deal of trouble in being cheerful any of the time. We don't succeed in throwing off all our cares and worries very well. One thing we can do is to leave our personal worries and difficulties at home when we go to work, and leave our work worries behind when we go home.

We may find it rather difficult to split ourselves into two parts and leave some portion of us at home in the morning. So to speak, we should take a mental cold bath in the morning and wash off all of the home things, and go and be a nice cheerful professional person whose duty and pleasure it is to do things for other people.

Physical appearance. I have been having conferences lately with perfectly normal people; I mean so far as our average recognition of normality goes. They are greatly disturbed over their physical appearance. They are too tall, too fat, too short, too thin, or their clothing is wrong or their hair doesn't suit them. The difficulty with them is not that they are too tall or too fat, but that they have succumbed to that fact.

What difference does it make if you are tall or short after all? There are just as many disadvantages in being tall as in being short, as many know. If a woman is short and fat, that is no reason why she should dress herself like a remnant from last year's grab-bag. There is no reason why she shouldn't set out to try to make herself attractive, instead of making herself unattractive. There are too many beauty shops these days and the styles change too frequently to be constantly out-of-date. I know of a person who is short, and fat, and unattractive. The first thing she did was to get her hair marcelled, and she is a different woman from the point of cheerfulness and readiness to meet people.

There is an idea among social workers that dowdiness is somehow dignified, and if they did not dress somberly they would look unprofessional. It is not undignified to dress like a woman. It may be that it is unprofessional, but if you know that it makes you uncomfortable to dress the way you do, why not change? If it interferes with your contact with young flappers who are traveling alone at midnight, yet dressed within an inch of their lives, why not change? If it fills you with envy to see them—it sounds funny, but nevertheless it is true—why do you do it? To be poorly dressed makes you self-conscious and interferes with your approach, and you promptly feel inferior to the better-dressed person; and I know that you would feel better if you were dressed comfortably. Anybody feels better if he looks better in his clothes. Go ahead and do it! As far as I am concerned, it is good mental hygiene and it is a practical point in making an approach.

I made some inquiries last winter as to how clients felt about having social workers who wore fur coats visit their homes. I found that a good many of them like it. It adds tone to their homes and gives them standing in the neighborhood. Of course, they are perfectly human, just as we are. You all know that if you had to stand up in front of an audience in clothes that were not just as you would like them, you would be conscious of the fact; you wouldn't make a good speech. Why? Because your attention is diverted from essential to non-essential things; and it is the same with male and female alike, for there is no difference between the sexes in regard to vanity. If your appearance is annoying you, try to dress up your handicaps.

Honesty. Most people are terribly dishonest and quite unconsciously so. Underneath, somehow, we don't measure up with our expressed desires. We are quite dishonest with ourselves, and perhaps this is the most serious point. We can't quite face ourselves and can't quite face the reality of ourselves—we are afraid of what we will find.

WITH regard to honesty in an approach to people, we develop quite unconsciously a great many types of evasions in answer to questions, either that people ask, or in their answers. These are, if you like, dishonesties; if you don't like, they are matters of technique. For instance, last winter, having raised the question regarding the desirability of being honest, we discovered that the social-service group had a great many situations in which it was desirable to tell the truth, and a great many situations in which it was desirable at least to evade the truth. But they regarded them not as lies, but as technique!

It is certainly true that in the interest of what we want

done, we do somehow rather evade the truth. I think if you will listen to the stories of your clients you will find a great many of these situations where it seemed not quite desirable to tell "the truth and nothing but the truth" all at once. But let us at least try to be honest with ourselves and try to gauge our own personality in terms of the people with whom we come in contact.

Intelligence. A lot of people rate intelligence as the first of desirable personality traits. Intelligence is needed, of course. But it is not, in my way of thinking, the most important factor, either in conduct or personal relationships. Certainly it is not the first in personal relationships and indeed it may be the very last. Think of the most intelligent people you know and think how many difficulties in social relationships they have, and then, think how the difficulties are determined in spite of their intelligence by emotional, instinctive and social attitudes.

Tolerance. Tolerance means so many things. It means, first of all, that you see the other fellow's point of view, and that you respect his point of view and realize that he has a right to it and a right to lead his own life. Most of us are concerned about other people's mental hygiene and other people's behavior and points of view—about their adhering to the right. What is right? Ourselves, of course! For many people, it takes a real effort to achieve an attitude of tolerance towards those who differ from their points of view, from their opinions, particularly, perhaps, from their religion. It takes a great deal of adult stability to be able to recognize that other people and other organizations and other institutions and other countries may have points of view that are just as good as ours, and that other people may in an entirely different way do things that are just as good or better than anything we do.

I don't like all the things that the children whom I study do, and I don't like all the things that my own staff or family do. I have even discovered a good many things that I do myself that I don't like! That last point has been a tremendous help to me, in getting away from making hasty judgments about the actions of other people.

Traits that people don't like:

Self-consciousness. This particular group, in rating themselves, stated in about 80 per cent of the cases, that they themselves are self-conscious. We all are, to a certain extent; and when we get self-conscious we get timid, and when we get timid we say the wrong things at the wrong time. We haven't learned that we can conceal timidity and self-consciousness by silence much quicker than by talking. People who talk too much and too fast are always trying to run away from something. I have found it to be an absolutely safe rule in dealing with people, but I don't mean lecturers and people like that!

Selfishness. We reject selfishness in the other fellow, but how often do we stop to wonder how selfish we are? We are talking about that selfishness that sees nothing in the world except one's self, one's own pleasure, one's own point of view.

Egotism. There are a great many people whose egotisms are apparently best satisfied by having from other people a recognition of their authority. This shows up in teachers who have been teaching for a long while. It shows up in the stern and autocratic father. It shows up in an executive who is constantly driving his staff, creating difficulties for them, and blaming troubles on them. I like to call it the "authority complex," because people understand it that way. If you have an authority complex, and if that is the side your egotism is on, you will be inevitably blind to any other form of getting what you want from people.

Irritableness. You enjoy being irritable once in a while, and somehow it permits you to get rid of a lot of emotional tendencies. But remember this—when the other fellow is irritable, keep your temper, no matter how much it costs! When the other fellow is placid, then it is time for you to be irritable. Fights only come when two or more people get irritable at the same time.

THERE are several other traits that people do not like. *Stubbornness.* Those who like stubbornness least are the most stubborn of all. *Jealousy.* Of all destructive things, jealousy of some one else is perhaps the worst. *Timidity.* If you start off appearing to be timid, people will unconsciously try to make you more timid. *Snobbishness.* The snobbish person makes us feel like a worm. We know we are not worms, and we don't want people to think we are worms.

Traits that may be either desirable or undesirable: pride, aggressiveness, suggestibility, sensitiveness, self-confidence—for instance, if a person has no self-confidence he or she would be useless in your work, and a person who is so confident that he or she is arrogant would also be equally a failure—frankness, emotional instability (e.g. artistic temperament), ambitiousness and inhibitions.

A real cheerfulness and real sympathy for people, an attitude and manner of friendship, rather than the grouchy, non-sympathetic, snappy, authoritative attitude—these are the contrasts that to me represent the difference between successful service on the one hand and unsuccessful service on the other.

One Way of Telling the World

Over My Desk

A Monthly Talk with Executives

By ELWOOD STREET
Director, Community Council of St. Louis

Keeping Dictation Up-to-Date

A CUT of more than one-third in the actual time used by the visitors of the St. Louis Provident Association in dictating letters and case records was accomplished by a simple plan of increasing efficiency. The Provident Association uses the Dictaphone machine (see The Survey, June 15, 1927, p. 343). The average time per cylinder used in dictating has been cut from 31 minutes to 19, amounting to a saving in time of about 75 hours a week.

The study, made under the direction of Caroline Bedford, assistant general manager, consisted mainly in requiring the visitors to analyze the reasons for not being up-to-date in their dictation and in giving instruction and advice in the actual mechanics of dictating and preparing work for dictation. A weekly report was required of each visitor, stating: earliest date for which material was undictated; number of items undictated; reasons for being behind in each case. Real reasons, which made it impossible for the visitor to keep up-to-date, were thus recognized and corrected, and when there was no real reason the visitor preferred to get up-to-date rather than to offer inadequate excuses.

At the beginning of the study there were only 8 visitors up-to-date, and one was 22 days behind. The entire group averaged 5 days behind. One had 76 items undictated; the total for the group was 480 and the average 19. At a recent check-up, only 8 were behind and none more than 2 days.

The 22 visitors (about two-thirds of the staff) who kept a record of their time in a recent check-up, used 305 cylinders and completed their dictation in 610 minutes. The average time per cylinder varies, one as high as 59 at the beginning of the study and one now down to 12 minutes. No computation has been made to determine whether more time is now used than before in preparing material for dictation, but the fact that the work is being consciously organized probably more than makes up for additional time being used in preparation.

Tickets for A.C. Aid

The Associated Charities of Washington, D. C., distributes to its contributors books of numbered tickets, each ticket to be given by the contributor to an applicant for aid. Relatively few applicants use the tickets because the usual beggar has no intention of being rehabilitated by a social agency. But the fact that the contributors have these books keeps the Associated Charities in their minds and shows that it is rendering a service by serving as their agents in handling applicants for aid.

Ramsdell's Collection System

An ingenious collection device has been worked out by the Hartford Community Chest. In place of the ordinary bill enclosed in a window envelope with a return envelope also enclosed, the return envelope is made with an extra large flap—almost the size of the envelope—with a narrow strip of gum along the bottom edge. On the inside of this flap is printed the bill form. The flap is folded in a reverse direction so that it covers the face of the envelope; and the entry of the amount of pledge, the amount paid and the amount then due is made on the bill form. The envelope with the flap, still turned wrong side out, is then enclosed in the window envelope so that the address shows through the window. The subscriber receiving his bill in this form, tucks the payment into the envelope, turns the flap over, seals the envelope, stamps and mails it.

Leroy Ramsdell, director of the Hartford Community Chest, writes "These flaps are detached by two operations, namely—slitting the envelope and pulling off the flap," which he thinks is as simple as opening the usual return envelope and extracting a slip from it.

We tested the effect on our July collections as compared with a year ago and found a slight difference in favor of this year. The envelope was adopted primarily as a publicity stunt, or rather perhaps as one way of strengthening our contact with the subscriber and so increasing his good-will. We believe that this form of return envelope has been worth while on this ground alone, as we have had many favorable and interesting comments from contributors.

There seems to be one definite administrative result which we hadn't particularly thought of when we first decided to try the envelope out. The cashier says that it has greatly simplified the routine of identification. The payment coming in this envelope always has the name and address of the subscriber attached to it in the form of the flap, typewritten in our own office. It is not necessary, therefore, to check against our list of subscribers. The slip is clipped to the check until the payment has been posted, after which we have no further use for the slip. We do save them for a while, but they seem to file quite as conveniently as the ordinary memorandum slip.

Mr. Ramsdell will doubtless send a sample to any interested person. He may be addressed at 36 Trumbull Street, Hartford, Connecticut.

Don't Interrupt

If you have the problem of continual interruption of creative work and important conferences by telephone calls, why not follow the example of the president of a large New York advertising agency described in The Magazine of Business? Plan to confine your telephone calls as far as possible to two half-hour periods. When a call comes in for you, have your operator or secretary say: "Mr. Executive will be in between 11:30 and 12. I'll be glad to have him call you then if you will give me your name and telephone number." Memoranda of these calls can be sent in to you and if you don't want to keep the person waiting you can call him back at once. If, however, you think the call is not urgent, have him called at the appointed hour.

The executive who was quoted had in addition to his morning period an afternoon period from 4:30 to 5 o'clock. During these intervals he did not try to do any concentrated work. He saved all the little odd-and-end jobs to do then, when constant interruption would not bother him.

Suggestions on Printing

Any one interested in the technique of preparing material for the printer and of planning printing might well profit from writing to the W. B. Conkey Company, Hammond, Indiana, asking for their book, What a Business Man Should Know About Printing and Bookmaking. While the book is an advertisement, it explains the preparation and planning of printed matter and has a glossary of technical terms. It will be sent without charge.

GOSSIP: of People and Things

Make Your Reservations Now

THE SURVEY is organizing a special train to go to the National Conference of Social Work (June 26-July 3) leaving New York on Tuesday, June 18, at 6:20 P. M. and arriving at San Francisco on Monday, June 24, at 8 A. M., via the Pennsylvania and Santa Fe Railroads.

Stops will be made at Philadelphia, Harrisburg, Pittsburgh, Orrville, Ohio, (for Cleveland) Columbus, Chicago, Kansas, City, Emporia, Dodge City. Special provision for those from New England, New York State and Michigan—to connect at Chicago. Full-day stopover at Grand Canyon. Half-day at Santa Fe, to allow visits to Tesuque Pueblo and the old trails. Stopover for those who wish it at Los Angeles.

This will be your train. Facilities will be provided for group meetings; opportunities during the long days on the trains and the jolly parties at the stopovers, to become acquainted with others in your field.

Write now for full information. Only a limited number can be accommodated. Address, California '29 Club, care of The Survey, 112 E. 19 Street, New York.

Scout Style

EVERY social agency that uses printing and corrects proof should send at once to James E. West, chief scout executive, Boy Scouts of America, 2 Park Avenue, New York City, for a copy of their pamphlet, Standard Capitalization and Terminology of the Boy Scouts of America. It gives a brief and sound résumé of practice in copyreading and proofreading; more important, it lists the variations from general "good style" which the Scouts have set up for the enormous volume of their printing. Nearly every social agency must make such variations (for example, would you quote, "Every Scout a Swimmer;" drop a hyphen into second class?); few have worked out a style sheet to keep their practice uniform. Mr. West asks for suggestions, so here is one growing out of the sad life of an editor. In your next edition, set the following at the top of the first page in 36-point caps, Goudy bold: "All copy must be typewritten, on one side of the sheet, double-spaced (better still, triple) with a two-inch margin at the left of every page and a four-inch top margin on page 1. Handwritten copy will be delivered without delay to its proper resting place—the w. p. b."

Woman Leads Cancer Study

FOR outstanding work in the field of cancer study and research, the American College of Physicians has recommended Dr. Maude Slye for the Nobel Prize for cancer research. She is of the University of Chicago, and has lately been experimenting with mice. She believes that by several generations of scientific mating, cancer could be stamped out.

Endowment Helps Washington University

BY the will of George Warren Brown, multi-millionaire shoe manufacturer and philanthropist of St. Louis, $630,000 has been given to Washington University, to endow the George Warren Brown Department of Social Work in the School of Business and Public Administration.

The fund can be used only to provide income for support of the Department of Social Work. "It means," says Acting Chancellor Throop, "the work of this department can be placed on a permanent footing, making it a valuable asset to the university itself and to the organized charities and social work of the community. Those forces have helped us start the school and we are glad to be in a position to assure them of its continuence. It will be necessary still to raise funds for two more years—about $10,000 a year, we hope—because the income from the $250,000 of the endowment available will be insufficient for the work as now organized."

The Department of Social Work, which is under the direction of Professor Frank Bruno, has had about 225 students in its three years' existence, with an average enrollment of 100 yearly, in the regular, extension and summer courses. About half of the students came from the St. Louis metropolitan area. The school will give the degrees of Bachelor of Science in Social Work and Master of Science in Public Administration, and will be on a parity with other professional schools of the university. It will require of regular students two years of academic college work, followed by two years of professional studies for the bachelor' degree and another year for the master's.

Hyphens

THOMAS ADAMS' mixture of English, Scotch and American gives a three-ply roll to his speech which is a delight to the innumerable audiences to which he presents the New York Regional Plan. At a recent dinner of the City Housing Corporation he brought down the house with an unintentional Americanism. He meant to say, "When I went back to England last summer in the hot *dog-days* . . ." What he said was, "When I went back to England last summer in the *hot-dog* days . . ."

Miscellaneous

AMELIA EARHART has joined the staff of Cosmopolitan magazine as associate editor. Known to the world as the first woman to participate in a non-stop flight across the Atlantic, Miss Earhart's new work is of special interest to Survey readers because she is a social worker, formerly at Denison House, Boston, and now a resident of Greenwich House, New York.

THE NEW EDITION of Who's Who in America lists fifty-three faculty members and administrators of the University of Southern California. This is a goodly roster of notables—much too long to be listed here.

PUBLIC WORLD UNITY CONFERENCES will be held in fourteen cities of the United States and Canada this winter. These are under the direction of World Unity Foundation, with offices at 4 E. 12 Street, New York City, and represent the third year of this activity. Many of the conferences are centered in colleges throughout the country. The list of speakers carry names well known to Survey readers.

DR. I. M. RUBINOW, formerly executive director of the Jewish Welfare Society of Philadelphia is now executive director of the Zionist Organization of America and United Palestine Appeal with headquarters at 111 Fifth Avenue, New York City.

Elections and Appointments

NETTIE E. ALLEY appointed county nurse Columbia Co., Oregon, succeeding Nina Little.

CLARENCE G. ANDERSON, JR. appointed executive secretary Savannah Community Chest.

C. W. AREson, formerly with Child Welfare League of America, appointed executive secretary Children's Service Bureau, Houston, Texas.

IRENE ARMES, formerly national staff Y.W.C.A., New York, appointed acting general secretary Y.W.C.A., Tulsa, succeeding Edna Pyle resigned.

ALICE BAIRD appointed case investigator relief department Salvation Army, Tulsa, Okla.

ROSELYN BEAL, formerly with Society for Organized Charity, Terre Haute, Ind., appointed to staff Family Welfare Society, Indianapolis. Other appointments to Indianapolis society are: Ruth Horney, Lois Pruett, Mildred Harvey, Alice C. Bundy, Alberta Ulsen, Elizabeth Andrews, Kathryn Treadway, and Laura Frank McMullen.

GRACE BEATTY, appointed maternity and infancy nurse, Division of Child Hygiene, Indiana State Board of Health.

DR. GWENDOLYN HUGHES BERRY, formerly with Research Bureau of the Welfare Council of New York, appointed director of statistical and registration bureau of A. I. C. P.

GERALDINE M. BIERY, formerly with Associated Charities, Pittsburgh, Pa., appointed visitor Bureau of Charities, Denver.

MRS. KATHRYN KERCHENFANT BLEWETT, now in charge of general community nursing service, Caldwell, New Jersey.

HOMER BORST, for the current year chairman of publicity committee of Association of Community Chests and Councils.

FRANK BURLESON, formerly executive secretary San Antonio Community Chest, appointed executive secretary Norfolk (Va.) Community Fund, succeeding John Melpolder.

JOHN CALDER, for ten years consultant in industrial relations to many concerns, appointed director industrial relations course, International Y. M. C. A. College, Springfield, Mass.

AGNES CAMPBELL, recently returned from public-health work in Labrador, and Maude Ellis, appointed Itinerant Nurse, American Red Cross.

FRANCES MAYER CARTER, appointed extension secretary of Massachusetts Society for Prevention of Cruelty to Children.

J. B. CLAFF appointed financial secretary New York Travelers' Aid Society.

MRS. GENEVIEVE CLIFFORD, formerly superintendent Ithaca Memorial Hospital, now superintendent in new City Hospital, Syracuse, New York.

FLORENCE COMEGYS, formerly Stamford Hall Hospital, Conn., appointed occupational therapist Association for Crippled and Disabled, Cleveland, O.

KATHERINE E. CONNELLY appointed "loan worker" for State Associations under National Tuberculosis Association.

STONEWALL J. CRANE, appointed on staff of State Department of Public Welfare, Georgia, as director of education and statistics, and editor of Public Welfare.

INA DEPEW, formerly superintendent Salvation Army Home, Wilmington, N. C., appointed superintendent Evangeline Booth Home, Richmond, Va.

VIVIAN DRENCKHAHN, formerly assistant in nutrition research at Cornell, appointed nutrition worker, Onandaga Health Association, Syracuse.

(Continued on page 254)

COMMUNICATIONS

Hickman

To the Editor: In your October 1 number you have an article entitled Why Hickman Hangs, by Miriam van Waters. In this article it is stated that "the five children of Mrs. Hickman were brought up in Sebastian County, Kansas." Sebastian County is in Arkansas. We protest against having Kansas associated with Hickman. I trust you will make some public statement acknowledging the error of this article.

William E. Connelley
Secretary, Kansas State Historical Society

To the Editor: Believing you would be interested to be known as editing accurate information I wish to call your attention to an article accepted and published in the last Survey over the signature of Miriam Van Waters on the Hickman crime. It is not that I do not get much of an impression of what she is trying to say and her poor expression if she means to take the defense, but I object to the reference to the Hickman family growing up in Kansas and developing him as a Kansas product.

That article was passed into your paper and I ask for the same publicity for this question. Where is Sebastian, Kansas, and Sebastian County, Kansas, and where in Kansas is cotton grown as a crop for those Hickman children to make a living picking?

If her entire article and line of thought for Hickman of one of these diabolical California crimes is as inaccurate as the statement placing a county in Kansas called Sebastian and a cotton crop in it and the Hickman family growing up in happy criminal tendencies, it is truly an article that needs a little more preparation and accuracy before being placed before the school children east of the Rockies.

D. B. Lawson
Kansas Rural Letter Carriers Association

To the Editor: May I, by way of introduction, confess that I was a member of the so-called Crime Commission of California in the years 1926 and 1927? May I add that I do not believe that capital punishment is a sensible proceeding, also that in considerable measure I am sympathetic with Miriam Van Waters' point of view, as expressed in her article, Why Hickman Hangs, published in the October issue of Survey Graphic. And then, may I say that I am sorry to find this article as emotional and prejudiced as many on the other side of the case have been, and still worse, misleading, inasfar as it deals with California's code sections on the matter of insanity as a defense in criminal cases?

Miss Van Waters says: "In submitting the case to the Federal Supreme Court, the defense is hoping for an interpretation of the 1927 code amendments to the California law on insanity. If the defendant pleads not guilty by reason of insanity, he must first admit the commission of the offense. He then receives a jury trial only on the question of insanity, no jury passing upon guilt or on the degree of murder. In the Hickman case the jury returned a verdict which carried with it the death penalty for first degree murder. Thus the new law places a greater disability upon the man who pleads insanity, than upon the one who pleads not guilty. The effect of the law as written tends to nullify the insanity defense."

Under the "new law," a defendant who pleads "not guilty by reason of insanity" need *not* first admit the commission of the offense. He may join with his insanity plea a plea of "not guilty," and have a jury trial on the issue of the commission of the act charged. After this trial, he may have a further trial upon the issue of his sanity. It is only when a defendant declines to plead "not guilty," as Hickman declined, and pleads simply "not guilty by reason of insanity," that he admits the commission of the offense. The matter rests entirely with him and his counsel.

I assume that Miss Van Waters is a sincere crusader, and to the extent that her crusade is based on sound principles, careful investigation, and reasoned conclusions, I wish for her all success. She should remember, however, that many a good cause has been lost through the sacrifice of facts to enthusiasm.

Jno. U. Calkins, Jr.
San Francisco

Dear Dr. Van Waters: I am obeying that impulse! I have just read your article on the Hickman boy in the October Survey. It strikes me as being a very telling, trenchant statement. You have rendered a service in formulating the situation so cogently.

Arnold Gesell, M.D.
Director Yale Psycho-Clinic

My dear Dr. Van Waters: I read last evening with great interest your article in The Survey on the Hickman case. I was particularly glad to have a chance to learn something about that case other than the information supplied through the newspapers. I hope you agree with me that one of the ways of accomplishing the results that you are seeking in your article is to interest the bar in the subject. I hope you also agree with me that a legal-aid organization, or a legal clinic, is one of the methods by which the bar may be interested.

John S. Bradway
Secretary National Association of Legal Aid Organizations

To the Editor: Perhaps the best reply to Mr. Calkins is to print the section of the California Penal Code [see below] and to state that two criminal lawyers of standing in Los Angeles have assured me that my interpretation of this section is correct.

The point is that Hickman admitted the offense and pled not guilty by reason of insanity; but while the fact was admitted, no jury passed on the degree of guilt. The statute has the effect of placing the fate of a man who pleads insanity as his defense entirely in the hands of the jury which passes upon the issue of sanity. The Hickman jury brought in a verdict of sanity and the death penalty followed automatically. It is plain enough in the code as written. I think the law is ambiguous and totally out of line with good criminal procedure.

The secretary of the Kansas State Historical Society has taken the trouble to inform me that Sebastian County is in Arkansas. That must be true because I have received substantially the same story from the Kansas Rural Letter Carriers' Association and several others.

Alas, that true things are not always important! I have relatives and even friends in Kansas, but I have never heard that in Kansas all insane mothers are guided wisely through their parole period, or that intelligent supervision is given their children. Schools in Kansas, Arkansas, and California share with the rest of the country the penalty of ignoring mental-hygiene problems. Court procedure is almost everywhere the same. Cannot local patriotism concern itself with something important, for example, a thorough-going preventive program?

There is no state in America where Hickman might not have been produced by ignorance, indifference and lack of responsibility. We all share the same guilt when we blind our eyes to the miserable fate of our handicapped children. If my Hickman article does not teach that, there was no use in printing it. Cotton may not be grown in Kansas, but common sense ought to grow anywhere.

MIRIAM VAN WATERS

1026. [New.] Proceedings After Plea of "Not Guilty by Reason of Insanity."—When a defendant pleads not guilty by reason of insanity, and also joins with it another plea or pleas, he shall first be tried as if he had entered such other plea or pleas only, and in such trial he shall be conclusively presumed to have been sane at the time the offense is alleged to have been committed. If the jury shall find the defendant guilty, or if the defendant pleads only not guilty by reason of insanity, then the question whether the defendant was sane or insane at the time the offense was committed shall be promptly tried, either before the same jury or before a new jury, in the discretion of the court. In such trial the jury shall return a verdict either that the defendant was sane at the time the offense was committed or that he was insane at the time the offense was committed. If the verdict or finding be that the defendant was sane at the time the offense was committed, the court shall sentence the defendant as provided by law. If the verdict or finding be that the defendant was insane at the time the offense was committed, the court unless it shall appear to the court that the defendant has fully recovered his sanity shall direct that the defendant be confined in the state hospital for the criminal insane, or if there be no such state hospital, then that he be confined in some other state hospital for the insane; if, however, it shall appear to the court that the defendant has fully recovered his sanity such defendant shall be remanded to the custody of the sheriff until his sanity shall have been finally determined in the manner prescribed by law. A defendant committed to a state hospital shall not be released from confinement unless and until the court which committed him, or the superior court of the county in which he is confined, shall, after notice and hearing, find and determine that his sanity has been restored. In the event such hearing is held in the county from which the defendant was committed, notice as ordered by the court shall be given to the district attorney of said county. In the event such hearing is held in the county where the defendant is confined, notice as ordered by the court shall be given to the district attorney of said county and also to the district attorney of the county from which said defendant was committed. Nothing in this section contained shall prevent the transfer of such person from one state hospital to any other state hospital by proper authority. (In effect 90 days from and after April 29, 1927. Stas. 1927, Chap. 677.) California Penal Code, 1927

Credit for the Pact

TO THE EDITOR: I am somewhat startled to find in John Palmer Gavit's article on the Outlawry Pact in your September 1 issue the somewhat amazing statement that "the original suggestion was made not by Mr. Kellogg, not by M. Briand, but by Professor Shotwell of New York to whom history some day ought to give primary credit in this business." A discussion of relative priorities in reform is generally as fruitless as it is ungracious, but since Mr. Gavit evidently believes that he is laying a valuable precedent in attributing "to their real sources the initiative in such matters," the interests of truth and common decency compel one to point out what must have slipped Mr. Gavit's mind, namely that the real originator of the whole proposal is of course not Professor James T. Shotwell of New York, but Mr. Salmon O. Levinson of Chicago.

Surely Mr. Gavit must know that it was Mr. Levinson who first conceived the idea of outlawry ten years ago, and who has ever since devoted himself to the furtherance of the idea. It is possible that Professor Shotwell may have suggested to Briand that he propose the bilateral outlawry of war between France and the United States, although even here Professor Shotwell could only have been a retailer of the idea originated and promoted by Mr. Levinson. So far from being an originator of the plan, Professor Shotwell has as a matter of fact been one of its most caustic critics inside the peace movement.

What gave Briand's proposal vitality, however, was Secre-

(*Continued on page* 255)

WHAT IS SOCIAL WORK?

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(*Continued from page* 251)

BRIGADIER MARGARET DUFFY, formerly of Richmond, Va., appointed superintendent new Rescue and Maternity Home of Salvation Army, Tulsa, Okla.

GEORGE A. DUNDON, appointed director of health education, Health Department, Milwaukee.

DR. KENDELL EMERSON, of Worcester, Mass., elected managing director National Tuberculosis Association.

WILBUR FISCHER appointed executive secretary Sharon, Pa., Community Chest, succeeding H. D. Hunter who has gone to Bridgeport, Conn.

CAMPBELL FOWLER appointed head boys' worker, Friendly Inn, Cleveland, O.

NELLIE FRANKLIN, formerly with Associated Charities, Memphis, elected general secretary, Family Welfare Bureau, Columbus, Georgia.

ERNA FUNK, appointed first woman probation officer, Bristol, Conn.

OPAL FUTCH, appointed county and city welfare worker, Griffin Relief Association and Spalding County, Georgia.

ANNETTE GARRIETT appointed psychiatric social worker in public schools, Syracuse.

EDITH GATES who spent several years as physical-education and health director for Y.W.C.A. in foreign countries, appointed head of health education for Y.W.C.A. in United States.

HILDA M. GEORGE, first nurse appointed by New Mexico Association to work among Pueblo Indians, has now been appointed director of Hillcrest, Syracuse, N. Y.

KATHERINE GIBSON, formerly in charge of the supervision of Juvenile Courts, Arkansas, appointed assistant secretary of Children's Aid Society, New York.

ELEANOR GILL, formerly of Meadville, Pa., now assistant Girls' Clubs and Kindergarten, Alta House, Cleveland, O.

CORA D. GREENE appointed associate director Community Chest, Inc., Bridgeport, Conn.

CHARLES GUILD, formerly secretary of Johnstown, Penn., Family Welfare Society, appointed secretary Kansas City, Mo., Provident Association.

IRENE HAIGIS appointed Girl Scout executive, New Britain, Conn., succeeding Gladys Cline, resigned.

L. A. HALBERT appointed secretary Charities Bureau of Kansas City, succeeding E. A. Sandler, resigned. Mr. Halbert will also continue executive director Council of Social Agencies.

KATHERINE HALL appointed publicity secretary, Dallas Community Council.

MINERVA HAYWOOD, formerly Hampton Virginia Training School, appointed head of Domestic Science Dept., Phillis Wheatley Association, Cleveland.

BEATRICE HEATON, appointed prenatal and infant welfare nurse under Junior League, Kingston, New York.

HATTIE HEMSCHEMEYER, appointed supervisor in East Harlem Nursing and Health Service.

EDITH HODGSON, succeeds Dorothy Anderson as chief of Division of Child Hygiene and Public Health Nurse in New Mexico.

ROBERT HORAN, formerly Dallas Community Council, appointed publicity director Louisville Community Chest.

HELEN HOWARD, formerly of Cleveland Associated Charities and the Georgia Study of Negro Child Welfare, appointed district secretary and assistant supervisor Colored Department, Atlanta Family Welfare Society.

HORACE H. HUGHES, appointed publicity director Family Society, Philadelphia.

BEATRICE JONES HUNTER, formerly head of the Social Service Department, Pittsburgh City Homes and Hospitals, appointed Field Secretary of the Massachusetts League of Women Voters.

BROWNIE LEE JONES, formerly industrial secretary Y.W.C.A., Flint, Michigan, appointed to similar position Richmond, Va., succeeding Eva A. Nixon, now Mrs. George B. Williams of Geneva, N. Y.

ORLO F. KING appointed executive secretary Chicago Teachers' College.

STELLA AKULIN KOENIG appointed secretary Henry Street Settlement.

VERA LANG and Ruby Braitzka, appointed to staff Marion County Child Health Demonstration, Oregon, succeeding Ilthea Stoneman and Mildred Shackleton.

MARY H. LIVERMORE appointed assistant Department of Counties, N. Y. State Charities Aid Association.

EVERETT T. MARTIN appointed acting director Publicity Department, Cleveland Community Fund.

KATHERINE MATTHEWS appointed supervisor of Case Work, Houston Social Service Bureau.

D. C. MACWATTERS acting temporarily as executive director Los Angeles Community Chest, succeeding W. L. Thornton, resigned.

NORA MCALISTER, formerly superintendent of public recreation, Greenville, S. C., appointed director Council Neighborhood House, Richmond, Va., succeeding Mary Cary Myers.

FRANK MCBROWN, formerly executive secretary Savannah Community Chest, appointed executive secretary Macon (Ga.) Community Chest.

MIRIAM MCCAFFERY, formerly district supervisor Milwaukee Family Welfare, appointed Supervisor central district, Seattle Social Welfare League.

BESSIE A. MCCLENAHAN, formerly of University of Missouri and St. Louis School of Social Work, appointed Assistant Professor of Sociology at University of California. She will have charge of case-work courses, including supervision of the School of Social Welfare.

CYNTHIA MELFOLDER, formerly United Charities, Norfolk, Va., appointed staff Associated Charities, Washington, D. C.

DOROTHY MEYER, formerly assistant district supervisor Family Service Organization, Louisville, Ky., appointed supervisor Ballard District. Family Service Organization, Seattle, Washington.

FRANK MILLER appointed executive director of Atlanta Community Chest, succeeding Roy P. Gates.

WINIFRED MOORE, formerly with Boston Community Health Association, appointed assistant director, Visiting Nurse Association, York, Pennsylvania.

FREDERICK A. MORAN appointed Director of Probation, N. Y. State Dept. of Probation. This position was created by recent legislation.

ELIZABETH NORTHCUTT, formerly with Family Welfare Association of Baltimore, appointed visitor Associated Charities, Washington, D. C.

JOSEPHINE OGRIM, appointed social worker Association for Crippled and Disabled, Cleveland, Ohio.

MRS. SAIDE ORR-DUNBAR, Executive Secretary, Oregon Tuberculosis Association, has been appointed chairman of Department of Public Welfare of General Federation of Women's Clubs.

ELSIE PAISLEY, appointed general supervisor, Public Health Nursing Service, Knoxville, Tennessee.

FRANCES PARRISH, formerly with Family Welfare Society, Philadelphia, appointed to Advisory Staff, Family Welfare Society, Atlanta, Georgia.

LISBETH PARROTT appointed State Board of Charities and Public Welfare of North Carolina, succeeding Lucy Lay who has joined headquarters staff of National Conference of Social Work.

SYBIL H. PEASE, recently visiting teacher Newark, N. J., appointed to staff East Harlem Nursing and Health Nurse.

EDITH PIERSON, formerly director of nursing, Child Health Demonstration, Fargo, North Dakota appointed generalized supervisor in Health Service of Babies Hospital, Philadelphia, Penn.

E. W. PORTER, appointed executive secretary Concord (N. H.) Community Chest, succeeding Richard T. Smith, resigned.

CORA M. ROUGEE resigned as general secretary Family Welfare Bureau, Columbus, Ga., to enter N. Y. School of Social Work to which she was awarded an Alumni fellowship. She is succeeded by Nelle Franklin.

ELEANORE STROMQUIST, appointed director of the school health-education department of the Nebraska State Normal School and Teachers College, Kearney, Nebraska.

HASSIE TOWLER, appointed nurse for educational progress, Boston Tuberculosis League, Boston, Mass.

MARY WALTON, appointed nurse in charge of Red Cross Nursing Service, Bloomfield, New Jersey.

IRA DE A. REID, formerly industrial secretary New York Urban League, appointed director department Research and Investigation, National Urban League.

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(*Continued from page* 253)

ary Kellogg's insistence that this relatively innocuous overture be transformed into a multilateral treaty which would embrace all the nations of the world. Here, again, it was Levinson's idea which took root in our State Department, aided of course by the splendid efforts of Charles C. Morrison of Chicago and of Senator William E. Borah.

Although I have in the past believed that Mr. Levinson, like all enthusiasts, has somewhat exaggerated the importance of outlawry as a sole instrument for peace, nevertheless no one can deny that his work for outlawry has been one of the most moving and effective individual crusades of which this country has record.

From Mr. Gavit's article and other observations which I have made I gather the impression that the eastern advocates of the League of Nations have now adopted a double attitude towards the movement which crystallized in the Outlawry Pact. On the one hand, they still believe that it is relatively worthless or even harmful, and on the other they believe that they originated it.

PAUL H. DOUGLAS
University of Chicago

Nothing was further from my intention than to reflect such controversy as might exist as to the "outlawry of war." Certainly I had no thought of disparaging Mr. Levinson's part in putting that movement "on the map." It was sheer carelessness on my part to use the phrase "outlawry of war" at all, for the so-called "Kellogg Pact" to which my article was devoted, neither mentions nor contemplates "outlawry"; its object is *voluntary renunciation of war as an instrument of national policy*—a substantially different thing. My use of the former phrase undoubtedly justified Professor Douglas in misconstruing my intent, which was solely to credit Professor Shotwell rather than M. Briand with the initiative in this particular concrete matter—the multilateral treaty.—J. P. G.

So Say We All of Us

TO THE EDITOR: The Blue Ridge Conference of southern executives of social agencies, held in one of the most beautiful spots in the North Carolina mountains the last of July, represents, I believe, a most significant development in social work in the South. Some ninety-three executives and representatives of national organizations participated.

As one of those who attended, I believe this institute provides something of value for other sections of the country. Certainly it has already brought more coherence into southern social work.

To Arthur A. Guild and June T. Guild is due the credit for getting the vision and then doing the grubby work of putting the idea into practice. We don't give enough credit in social work to people who make such contributions. I want, therefore, to take this opportunity of publicly taking off my hat to the Guilds—husband and wife.

PAUL L. BENJAMIN
Family Service Organization, Louisville

Another Accident

TO THE EDITOR: The Survey is so accurate usually that I am glad to have a chance to call your attention to an inaccuracy. The first article in the issue of October 15 is entitled Home Made Accidents. On that page you have a chart entitled Where Fatal Accidents Occurred in 1926. You showed that 24,000 occurred at home, 23,000 in the streets by autos only, 24,000 in industry and 19,000 elsewhere. Yet on the previous page, in The Gist of It, the second sentence says, "The majority of all accidents happen in our homes." From the showing on the opposite page I wonder if majority is the right word.

J. L. GILLIN
Professor of Sociology, University of Wisconsin

The University of Chicago

The Graduate School of Social Service Administration

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NATIONAL CONFERENCE OF SOCIAL WORK— Porter R. Lee, president, New York, N. Y.; Howard R. Knight, sec'y, 277 E. Long St., Columbus, O. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-sixth annual meeting of the Conference will be held in San Francisco, California, from June 26th to July 3rd, 1929. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

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NATIONAL WOMEN'S TRADE UNION LEAGUE—Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; 311 South Ashland Blvd., Chicago, Ill. Stands for self-government in the work shop through organization and also for the enactment of protective legislation. Information given.

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RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization. Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

TUSKEGEE INSTITUTE—An institution for the training of Negro Youth; an experiment in race adjustment in the Black Belt of the South; furnishes information on all phases of the race problem and of the Tuskegee idea and methods; Robert R. Moton, principal; W. H. Carter, treasurer; A. L. Holsey, secretary, Tuskegee Institute, Ala.

THE WOMEN'S FOUNDATION FOR HEALTH, Inc.—370 Seventh Ave., New York. Lenna L. Means, M.D., Med. Dir. To create, among the apparently well, an individual and community health consciousness by interpreting the technique of the health examination and a definitely prescribed health building program with Positive Health as the ultimate goal. Official Text: Handbook on Positive Health, $1.50. Courses in Good Body Mechanics adapted to group and individual needs.

WORKER'S EDUCATION BUREAU OF AMERICA—A cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 476 West 24th Street, New York City. Spencer Miller, Jr., Secretary.

(*Continued from page* 254)

MARGARET ROBERTS, appointed to staff Family Welfare Society, Tulsa, Okla.

KERNS ROBERTSON appointed recreation director of Y. W. C. A., Richmond, Va.

EDNA RODDIS, formerly district secretary Milwaukee Family Welfare Association, appointed general secretary Oshkosh, Wis., Bureau of Family Service.

EDGAR H. RUE, formerly with Near East Relief, Chicago, appointed extension secretary National Probation Association.

GEORGIANA SINCLAIR, now executive secretary of Shenango Valley Family Service Society. Six Family Welfare Agencies financed by Community Fund have been consolidated in the society.

JANE A. SKINNER, formerly executive secretary Y.W.C.A. Okmulgee, Oklahoma, and later with South Atlantic Field Committee of the Y.W.C.A. with headquarters in Richmond, appointed executive secretary of Y.W.C.A. in Roanoke, Virginia.

DR. JOHN SLAWSON, formerly research director of the Jewish Welfare Federation of Cleveland, now executive director of Jewish Welfare Federation of Detroit.

WALTER LEO SOLOMON, formerly with Madison House and Henry Street Settlement, New York City, now executive director of Council Educational Alliance, Cleveland, succeeding Charles Nemser.

KATHARINE STANKARD appointed public health nurse to organize school nursing in Western State Normal School, Kalamazoo, Michigan.

FRANK STILWELL, formerly with Welfare Dept. Georgia, appointed to staff Pennsylvania Welfare Department.

AGNES SULLIVAN, formerly secretary Family Welfare Society, Lexington, Kentucky, appointed Brooklyn Bureau of Charities.

JANE THOMPSON, formerly with Duluth Family Welfare Society, now general secretary Social Welfare League, Waterloo, Iowa.

DR. HARRY B. TORREY, formerly staff member American Social Hygiene Association, joins the faculty of the Department of Physical Education and Hygiene of Leland Stanford University.

ELIZABETH TUNNEY appointed supervisor of sewing and recreation, Sterling House, Cleveland.

MARY TURPIN, formerly secretary Family Welfare Society, Bangor, Maine, now secretary, Association for Community Welfare, Fall River, Massachusetts, succeeding Dorothy Phelps.

EURITH WACHTER appointed assistant to executive secretary Welfare Association of New Britain, Conn., succeeding Ruth Connolly, resigned to marry Charles Denison of Montpelier, Vt.

WALTER WHITSON, formerly with Kansas City Provident Association, appointed general secretary Social Service Bureau, Houston, Texas.

DR. CHARLES F. WILINSKY, director of health-unit system of Boston, elected director of Beth Israel Hospital.

FAY ELIZABETH WILSON, now director Girl Scout Association of Knoxville, Tennessee, succeeding Velma Patton, resigned.

AUGUSTUS DELAFIELD ZANZIG, formerly supervisor of Music in Brookline, Mass., appointed director of The National Music Study to be made by Playground Recreation Association.

Resignations and Leaves

GRACE E. ALLEN, resigned from East Harlem Nursing and Health Service, N. Y., to continue study at New York School of Social Work.

AMY ERICKSON, resigned from Douglas County Health Unit, Oregon, to specialize in school nursing. She is succeeded by Evelyn B. Nelson.

EDITH GALOB, formerly Nurse Tillamook Co., Oregon, resigned to be married.

NORMA HENDRICKS, resigned from Community Fund Speaker's Bureau of Cleveland to do free-lance publicity work.

MARY B. HOLSINGER, resigned as executive secretary Ohio Welfare Conference. She will continue secretary of Ohio Institute, this being a full-time job.

DORIS HOWARD, director Red Cross Service at U. S. Veterans Hospital, Tucson, Arizona, has resigned to take a trip abroad.

M. BELLE JEFFERY, after serving Y.W.C.A. of Roanoke, Virginia, for thirty-seven years, has resigned as executive secretary. Miss Jeffery will retire, making her home in Minneapolis.

ETHEL F. MURRAY, resigned as public-health nurse in Bureau of Child Hygiene, California State Dept. Health, to study at University of Washington.

DR. WILLIAM R. REDDEN, medical assistant to the vice chairman of the A.R.C., has resigned on account of ill health.

IRMA M. REILLY resigned from the A.I.C.P. where she has served as head of the Statistical Bureau.

PAUL RETTMER, resigned from Red Cross Service at U. S. Naval Hospital, Mare Island, California, to go into business.

PEARL SHEA, resigned as executive secretary, Travelers Aid Society, Knoxville, Tennessee.

IRENE SHIELDS, resigned as executive secretary Childrens' Service Society of Utah.

WINIFRED SMITH, Denver, Col., resigned to marry Albert Paige of Atlanta.

GERTRUDE VAILE resigned from Social Service League of Ames, Iowa.

Deaths

DR. RALPH H. HUNT of East Orange died last July after an illness of several months.

HELEN JACKSON, graduate of N. Y. School of Social Work and for seven years district visitor with the Bureau of Charities, Denver, died September 26.

MRS. CAROLYN LORD JOHNSON, for ten years member National Board of Y.W.C.A., and for three years president Yonkers, Y.W.C.A., died recently.

DONALD OVIATT, publicity secretary of Cleveland Community Fund, was drowned while swimming at a beach near Cleveland, August 25.

MARGARET ROYCE, a tuberculosis nurse employed by the Sandusky Public Health League, was killed September 22, when she drove her car into a train near Fremont.

DR. JOHN A. SMITH, medical secretary of the National Tuberculosis Association and executive secretary of American Heart Association, died suddenly August 21. He had been associated with the National Tuberculosis Association for three years.

CLASSIFIED ADVERTISEMENTS

Rates: Display: 30 cents a line. 14 agate lines to the inch. Want advertisements eight cents per word or initial, including address or box number. Minimum charge, first insertion, $1.50. Cash with orders. Discounts: 5% on three insertions; 10% on six insertions.

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WANTED: Experienced organizer and secretary, typist for women's and children's clubhouse in Brooklyn. State salary and references. 6254 SURVEY.

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MEN WANTED

MEN interested in advancing in the field of institution and social work are wanted as students in The National Training School for Institution Executives and Other Workers. See classified Ad on Page 259.

WORKERS WANTED

WANTED: EXPERIENCED JEWISH CASE WORKER in mid-western city. Write 6255 SURVEY.

WANTED: YOUNG WOMAN, college graduate, as beginner in family social work. 6244 SURVEY.

WANTED: CASE WORK SUPERVISOR with Jewish agency in large mid-western city. Must have training and experience. Address 6245 SURVEY.

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SITUATIONS WANTED

WELL TRAINED, successful executive, age 31, Jewish, experience in the fields of recreation and delinquency, desires position where diversified experience and executive capacities will find a greater field of expression. 6253 SURVEY.

MAN, adaptable, not too mature, self-maintained and educated as minor; stenographic and six years metropolitan social and health experience; graduate of professional school; assist or supervise literary, juvenile or traveling; full or part-time with post-graduate courses, either coast. Protestant. Immediate. 6252 SURVEY.

TRAINED PSYCHIATRIC WORKER desires position in casework or research preferably in the Child Guidance field in New York City. (Experienced in both fields). 6251 SURVEY.

YOUNG WOMAN, 21, wishes part-time work with Community house, or a girls' organization in place where could complete College course in good University. Available January 1st. 6243 SURVEY.

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SITUATIONS WANTED

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YOUNG MAN, college trained, desires institutional position as executive, boys' worker, or basketball coach. 6256 SURVEY.

WOMAN, well educated; foreign travel; with executive experience in city and country, wishes to join experiment in Adult Education or Community Work or Farming. Can contribute education, experience, personality, but no money. 6239 SURVEY.

COUPLE—Woman, 34 years old, Matron and supervisor of domestic science or school teacher up to and through the fifth grade; Man 47 years old; Teacher of printing and editor of school magazine; band master, director and teacher of orchestra and the various kinds of music found in institutions, including vocal. Long years of experience in private, State and Government Institutions. Highest credentials. Available in thirty days. 6241 SURVEY.

YOUNG MAN; constructive service to contribute. Wide social work background; college training. Institution preferred. 6247 SURVEY.

YOUNG woman teacher desires residential position in institution in or about New York. 6202 SURVEY.

WANTED: Change in position by successful organizer and executive. Experienced, institution executive, community work, also Y. W. C. A. Middle-aged widow, best references. South preferred. 6228 SURVEY.

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BULLETIN BOARD

NEBRASKA STATE CONFERENCE OF SOCIAL WORK: Omaha, November 11-13. Secretary, Anna M. Cameron, University Extension, University of Nebraska, Lincoln, Nebr.

KENTUCKY STATE CONFERENCE OF SOCIAL WORK: Lexington, November 12-14. Secretary, N. Beehler, Family Welfare Society, Lexington, Ky.

NEW YORK STATE CONFERENCE OF PROBATION OFFICERS: Rochester, November 12-14. Chairman, Harry O. Argento, Monroe County Court, Rochester, N. Y.

NEW YORK STATE CONFERENCE OF SOCIAL WORK: Rochester, November 13-15. Secretary, Richard W. Wallace, State Department of Charities, The Capitol, Albany, N. Y.

NEW ENGLAND CONFERENCE AND CHILD WELFARE LEAGUE: Boston, November 13-14. Secretary, Mrs. Charles R. Peck, 41 Mt. Vernon St., Boston, Mass.

MASSACHUSETTS COMMISSION ON PROBATION: Boston, November 15-17. Herbert C. Parsons, Commission on Probation, Court House, Pemberton Square, Boston, Mass.

OKLAHOMA STATE CONFERENCE OF SOCIAL WORK: Oklahoma City November 15-16. President, Mabel Bassett, State Commissioner of Charities, Oklahoma City, Okla.

NEW YORK STATE ASSOCIATION OF JUDGES OF CHILDREN'S COURTS: Syracuse, November 16-17.

SOUTHERN REGIONAL CONFERENCE, CHILD WELFARE LEAGUE: Atlanta, November 23-24. Secretary, Miss Rhoda Kaufman, State Department of Public Welfare, Atlanta, Ga.

JEWISH WELFARE BOARD, BIENNIAL CONVENTION: Washington, D. C., December 16. Chairman, Leon J. Obermayer, Philadelphia, Pa.

NEW YORK CONFERENCE OF CHARITIES AND CORRECTION: December 6-7. Secretary, Mrs. Violet A. Jeraswit, 220 East 19th Street, New York, N. Y.

NEW JERSEY CONFERENCE OF SOCIAL WORK: Camden, December 6-8. Secretary, Mary Bryan Foote, 42 Bleecker Street, Newark, N. J.

INDIANA SOCIETY FOR MENTAL HYGIENE: Indianapolis, December 10.

INTERNATIONAL BOYS' WORK COUNCIL: Washington, December 10-12. Secretary, William Lewis Butcher, 44 William Street, New York, N. Y.

AMERICAN ASSOCIATION FOR LABOR LEGISLATION: Chicago, December 26-28. Secretary, John B. Andrews, 131 East 23rd Street, New York, N. Y.

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PAMPHLETS

CANDY MAKING FOR PROFIT, by Alice Bradley, illus. folder describing home-study course, with "work sheet" formulas, sales plans, equipment, etc., for APPROVED Home-Made Candies; free with sample "work sheet". Am. Sch. of Economics, 5772 Drexel Ave., Chicago.

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"Tuberculosis—And Why"

"I would rather bring up my small daughter in Saranac Lake (a tuberculosis colony) than in New York City, if protection from tuberculosis were the one factor involved," declares a New York physician. Find out from his article an important preventive for the disease.

"Are There Vitamins in Canned Foods?"

It's a wise social worker who can give food suggestions that not only are good for the families under supervision but also help to cut down their living expenses. Here is help in this HYGEIA feature.

"Learning to Be Blind"

If you know of any one who is losing his sight, here are ways in which he can be aided in overcoming the handicap. Written by a noted eye specialist.

Other Health Features

Bitter Herbs; If Baby's Foot Is Abnormal; Your Gallbladder—How It Works; Should We Pamper the Invalid?; The Runabout Child; Protecting Child Laborers; Painting the Lily; answers to health questions; and a host of useful, fascinating health information make up the November issue of HYGEIA.

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The Survey is organizing a special train to go to the National Conference of Social Work (June 26-July 3), leaving New York on Tuesday, June 18th at 6:20 P.M. and arriving at San Francisco on Monday, June 24th at 8 A.M., via the Pennsylvania and Santa Fe Railroads.

Stops will be made at Philadelphia, Harrisburg, Pittsburgh, Orrville, O. (for Cleveland), Columbus, Chicago, Kansas City, Emporia, Dodge City.

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ANNUAL STATEMENT *By the Editor*
TO SURVEY ASSOCIATES *and All Survey Readers*

YEAR ENDED
September 30
1927-8

YEAR BEGUN
October 1
1928-9

A House of Interpreters

YOU must have noticed more than once how current events have a way of getting mixed into long-time editorial projects in the pages of The Survey. That is an old one in our bag of tricks as interpreters—to lift out of the shiny silk hat of the day's news the kicking B'rer Rabbit of a race issue or the rumpled bunch of ribs and fur that make up some social problem.

"But," says a member of the staff, "they don't really come from the hat."

"But," says another, "they're real rabbits."

And it's where they lie unnoticed, how to get them out, that we must reckon with if we are to win hearings for subjects which, as the general run of periodicals look at things, the public is not ready for. We must forecast or even provoke what in due course people will be pricking up their ears about.

Our ears the while we must keep close to the ground. There it is that the cooperative element in Survey Associates comes in. First among our contributions of the year should be rated gifts of the imagination—the suggestions that reach us from a thousand listening-posts.

For these very reasons, however, the record of twelve months' work cannot be cut short like our financial statements on the fixed dates that begin and end our fiscal years.

TAKE our current November Graphic (a special number edited by Mary Ross*) with its psychoanalyses of modern pocket nerves gone frayed and jumpy. What does it reveal but the domestic context (pro and con) of not a little of the discussion that went forward in the fall elections. It dates from last spring. *Water power* came to the front as a major party issue. We were well ahead of the political water-wagons. Back in 1924, in our Giant Power number edited by Robert Bruère,* foresters, engineers, educators, public administrators and other prophets-under-their-skins, brought out the tremendous social implications of recent advances in high-power electrical transmission. That number boxed the compass of the question of public control of power development, and two of the leading articles set forth the variant views of Secretary Hoover and Governor Smith—four years before they were pitted against each other at the polls. And so far as *prohibition* goes, it was the challenge of Dr. Haven Emerson* in The Survey, taken up by the settlements, that issued last year in a body of testimony by social workers as to the consequences in household and neighborhood life of the enforcement (or partial enforcement) of the 18th Amendment.

Last winter, The Survey was the first magazine to reveal the *unemployment* situation in our industrial centers. The group of articles we swiftly brought together then were forerunners of a special number this coming winter edited by Beulah Amidon.* Causal factors, American and European experiments, ways out, will be dealt with by managers, trade unionists, economists, bankers and social workers who have constructive answers to offer to the quandary presented by enforced idleness, cheek-by-jowl with speeded-up production.

NOVEMBER marks not only a decade since the Armistice but a decade since the overthrow of the Kaiser. In August the Weimar Constitution will be ten years old. John Palmer Gavit* spent the summer for us in Prussia, Saxony, the Rhineland and Bavaria gathering materials that will give the pith and marrow of experience of the German people under the Republic. The New Germany (Survey Graphic for February, 1929) will be the eighth of our annual racial numbers—in sequence to the new Ireland and the new Mexico, to Communist Russia and Fascist Italy, to Harlem, the Pacific Basin, and the rest.

PARENTHETICALLY, ten years ago, at the close of the War, this cooperative undertaking of ours was at its lowest ebb. In the decade since we have doubled our contributions, our memberships, our subscriptions. The adventurous working conception of Survey Associates has taken hold—and especially our primary task of interpretation which will be the theme of this report.

The Gentle Art of Tapping Research

HAS it ever come over you that a single issue of The Survey may give the results—often in advance of formal publication—of investigations representing an investment greater than our entire budget for a year? Research has spread and deepened in these post-war years in the United States. That has perhaps been the distinguishing characteristic of our current social history compared with European. Nevertheless we have only begun to parallel research with interpretation. By that we mean something more widely engaging than the volumes of experts, more deeply engaging than the releases of publicity-folk.

In every country men and women are striving to work out higher levels for the common welfare. It may be that under dictatorship they will reach such levels quicker in Communist Russia or Fascist Italy. But for the democracies of this earth, for those people who would rely upon themselves, we must have mutual understanding if we are to work out collective solutions. We must not only gather facts and experience and ideas; these must be spread if their fertility is to count. The Survey is one of the few carriers of social intelligence to traverse diverse fields, in each of which experiment and exploration are going forward. Our effort is to get discoveries across from one field to another and out to the lay public. Hence our Midmonthly, which is really an exchange for a dozen branches of social work; hence our Graphic, which swings the full arc of the professions.

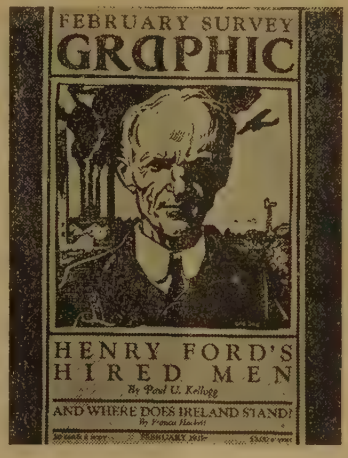
TO illustrate this sequence and interplay, our mid-monthly section on Social Practice seeks to keep abreast of the contributions of case-workers in family and child-welfare societies, of probation officers, visiting teachers, hospital social workers and the whole fraternity dealing with individual treatment and reconstruction. A year ago, the leading series in our Graphic by Dr. Miriam Van Waters put before parents and adults generally the practical bearings of the study of children's cases coming before the juvenile courts. Our farthest-flung staff assignment was that of our managing editor—Arthur Kellogg's narrative of the national response to the catastrophe of the Mississippi bottomlands; the largest task of emergent family relief since the War and its aftermaths in Europe. Since then we have been publishing in the

* Associate Editor

Graphic articles by J. Russell Smith, professor of economic geography at Columbia, giving advance segments of extensive studies which bear on the underlying problem of prevention as it affects vast reaches of the least prosperous of Americans. He tells us how controlled floods have been used since the days of Nebuchadnezzar to bring fertility instead of waste, how food trees (bearing nuts for humans and beans for cattle) not only are valuable for their crops but anchor the top soil to hillsides and hold the rainfall. Here the hydraulic engineers, the foresters, the geographers, geologists, the agriculturalists and social workers are all seen, like Judy O'Grady and the Colonel's lady, to be cousins under their skins.

Prospectings

OTHER illustrations will show how far we run our stake-lines on the ranges of research. Incorporated in our special number on Grown-Ups last April (edited by Mary Ross*) was the first publication of the results of Professor E. L. Thorndike's revolutionary investigations into the ability of mature men and women to learn, sponsored by the American Association for Adult Education. In that number, also, was the first publication of the very original probings into marriage by Dr. G. V. Hamilton, director of the division of psycho-biological research of the Bureau of Social Hygiene. Earlier in the year, Mary Edna McChristie had shared her insights into broken homes, which came of an intimate study of two hundred cases before the Cincinnati Court of Domestic Relations. Other articles from her pen are to follow. Our July issues carried John Collier's appraisal of the elaborate survey of Indian life by the Institute of Government Research and Edwin R. Embree's appraisal of the first report issuing from the four-year study of the Committee on the Grading of Nursing Schools. We tapped the exhaustive volumes of the New York Regional Plan (Russell Sage Foundation), the survey of parks by the Playground and Recreation Association of America, the inquiry into the cost of funerals by the Metropolitan Life Insurance Company, further studies of standards and measurement in social and health work, studies of children and sunlight, country-sides, capital punishment and what not—the list could be lengthened indefinitely.



Take human relations in industry as an example of our consecutive work in a given field. There was F. Ernest Johnson on the findings of the Federal Council of Churches as to the great labor conflict of the year—that in the bituminous coal fields; and Charles S. Johnson on the two-year study of Negro Workers and American Trade Unions by the National Urban League, under grant of the American Fund for Public Service. We gave the gist of the inquiry carried forward by a large group of women wage-earners with the help of the National Industrial Council of the Y.W.C.A. There was the case study of conflict at the Columbine mine by a University of Colorado group, now part of the permanent record of the University's historical collection; and the focus of the southern textile situation in the Henderson strike as portrayed by Harriet L. Herring of the staff of the Institute for Research in Social Sciences of the University of North Carolina. Others dealt with the application of scientific techniques to labor management, such as the psychiatric study of mercantile personnel problems by Dr. V. V. Anderson of R. H. Macy & Co.

Digging Between Covers

LINKED with this interpretation of research while it is yet plastic, comes the task of appraising results put forth in books and reports. There is a natural division between our Midmonthly department, Books in Our Alcove, deftly handled by Halle Schaffner,* and Leon Whipple's* engaging Letters & Life in the Graphic. We reviewed more volumes than ever before—359—and reviewed them more promptly. In novels, poetry, biography, history and in the new crop of serious books, we are dealing with works of other interpreters after their kind.

Had we the space, and the means to do it, we should like to expand our treatment of books on the side where it borders social research; should like to cover creative developments in investigation and interpretation in ways that would match what the literary journals do in their field. There is need for constructive and comparative criticism, reexamining social research in its dynamic aspects, as was brought out in a series of three articles in The Survey last summer.

Explorers of Sorts

THE function of Survey Associates, as we see it, is of course rather more than that of a loud speaker for research. On occasion, we are scouts. Witness the ground-breaking series of articles by Michael M. Davis, a former associate editor, in which he opened up the hinterland which the Committee on the Cost of Medical Care will penetrate in its five-year program of study. They were a by-product of his work as executive secretary of the Committee on Dispensary Development of the United Hospital Fund of New York, and dealt with the morass in which doctors, nurses and patients, hospitals, clinics, insurance bodies, all of us, find ourselves up to our arm-pits.

YOU AND YOUR DOCTOR, by Michael M. Davis
Major Series, Survey Graphic, 1927-8

When Sickness Picks Your Pocketbook	—November
The Blunderbuss of Sickness	—January
Sickness Bills and the Sliding Scale	—February
The Doctor's Kit of Tools	—May
How Pay Sickness Bills?	—September

Not so much a counterpart of this series in the health field, as illustrating another type of trail-blazing, was our major series of industrial articles. Here Robert W. Bruère* followed his earlier foragings in the metal trades, in which he had disclosed the interplay in the behavior of men and machines, with an intensive study of the Leeds & Northrup factory in Philadelphia. The work was carried on under the Penney Foundation. He not only traced what might be called the natural history of the growth of an industrial plant in soil plowed by the scientific revolutions of our time; but traced the development of the ideas which inspirited it. His was a human-chart, if you will, of a progressive American management, drawn to scale by an unusual process of cooperative introspection, and affording an altogether fresh and revealing approach to some of the moot questions before American managers and labor leaders.

CASE HISTORY OF A FACTORY, by Robert W. Bruère
Major Series, Survey Graphic, 1927-8

With a Quaker Employer in His Factory	—January
A Quaker Employer on Democracy	—February
Democratizing the Boss	—May
A Quaker Employer Builds a Company Union	—September

Organized Curiosity

THERE is another, swifter, more pliant type of discovery which, had Survey Associates greater resources, we should engage upon more frequently. In our circulation folders we have adopted a slogan for it—we "get back of the headlines." In opportuneness and treatment it descends from the reporter's function as developed by American newspapers and American magazines of the McClure's epoch. But we link with it a research procedure—close-hand if brief inquiry, reference of findings in first draft for criticism to all parties at interest, opportunity for rebuttal. Ben M. Selekman's appraisal of what lay behind the labor feud in the anthracite fields last spring (Miners and Murder: Survey Graphic for May) was an illustration in a tense human situation, up in the news, of which fragmentary press dispatches had afforded only fragmentary understanding.

Loula Lasker* applied the same formula for us to a situation hoary with neglect. Her demonstration (Those Private Palisades: Survey Graphic for June) that unless something were done about it, New York would be confronted on the opening of the great Hudson River bridge in 1932 with a

* Associate Editor

"gap-toothed horizon of skyscrapers, billboards, water tanks and Coney Island shows," broke into the front pages. Here was something which concerned architects, engineers, builders, real-estate interests, banking interests, public officials, nature lovers.

When the editor of The Survey undertook to size up whether Henry Ford, in producing his new car, was matching his mechanical set-up with a new Model-A labor policy, the assignment was purely journalistic. Once on the ground, the other half of the situation unfolded itself—What happened to the Detroit wage-earning community when the greatest enterpriser of our times overhauled his plant and laid off his men to meet market changes? What are the human consequences when mass production stalls? What surety has American business to offer against broken employment? Ford and Detroit were re-hiring; but these questions proved other than local and came up in 1928 far more than in 1927. Even before the daily newspapers caught the drift of the industrial reports they carried last winter, we had pieced together evidence reaching us from charitable societies, nursing bodies, labor departments, settlements; and when our semi-special number came from the presses in March, unemployment was head-line news all across the country, and a hearing could be had for those underlying questions, which would have fallen on deaf ears six months earlier.

Our current unemployment articles rubbed elbows in that March Graphic with a long-time editorial project. The year before, Leon Whipple* (who aside from his associate editorship of The Survey is on the faculty of the School of Journalism of New York University) had contributed a brilliant review of the Revolution on Quality Street—the rash of red covers and the internal ferments that were transforming the literary monthlies. His articles were read in editorial and advertising offices everywhere. But the phenomenon concerned more than the publishing world. What did it signify as to change in frontage upon life on the part of well-to-do Americans, of the intellectuals? In the year succeeding, Professor Whipple endeavored to assay the great underlying belt of popular readers. He took up the Saturday Evening Post as "the mirror of these states"—the weekly that suits and reflects the "average American in million lots." Again he scored.

In Ford, the SatEvePost and the like, we have great common denominators in our national arithmetic. We have pegs on which Survey Associates can hang our "organized curiosity" with assurance that the questions and problems we disclose will be noticed.

Exhibiting Social Work

THE reverse process in interpretation was resorted to in two of our special numbers during the year. This does not consist in bringing out the social context of something that already has captivated attention. It is the more difficult task of gaining new and wider hearings for things of consequence. The Community Chests were celebrating the tenth anniversary of their beginnings in war-time. The Family societies were observing the fiftieth anniversary of the founding of the oldest of them—the Buffalo Charity Organization Society—by a conference which, under inspiration of Mary E. Richmond, was less a historical review than a piece of mutual stock-taking. What had biology, psychology and the cognate sciences to offer to workers with families? What had case workers to offer in return, and to thoughtful practitioners and observers of family life everywhere? In each case we turned to leaders in these great groups of social agencies to present the affirmative bearings of their work through the pages of Survey Graphic. In the case of the Buffalo conference, we brought out some of the outstanding papers given there; others were published in The Family, and the proceedings have since been issued in book form, edited by Margaret E. Rich. Through the Association of Community Chests and Councils, 8718 copies of our November Graphic were ordered and distributed in 87 cities; through the American Association for Organizing Family Social Work, 1747 copies of our December issue in 40 cities.

Such forays in interpreting the national formations in social work can be attempted only infrequently. Our month to month job lies in putting out experience in more manageable units. The Social Work Shop (as edited by John D. Kenderdine,* Elwood Street and a committee collaborating) affords a meeting place for the discussion of common problems by executives and staff members. For example, Paul Beisser's report of a budget study of, by and for Baltimore social workers has raised afresh the ever recurrent question of salaries and services.

When we turn from the problems of social workers as such, to those they deal with, our Midmonthly sections—health, industry, social practice, communities and education—could scarcely do justice to them were they doubled in space; and Grace Hatheway's* admirable execution in seeing all issues through the press would be still more exacting.

Pooling Inventions

FOR Yankee invention has its counterpart in social work and advances come of innovation no less than of research. In this sense, we draw on a thousand laboratories in the course of a year. Here illustrations will be drawn from our work in the field of education, which is other than that of the technical journals and textbooks. We report going experiments and evaluate them from the viewpoints of children, teachers, parents and the community—a full-length account of how the "new education" works out in a New York public school, a bus tour in Illinois to teach geography, or a project in social exploration by the sociological department of Whittier (California). We draw out the application of new scientific attitudes and methods to educational aims and procedures—how and why colleges should have a mental-health department, discussed by a former consultant at Dartmouth and a psychologist at Yale. We search for developments in the new terrain of adult education—how such a summer school was organized at Mills; how an old Danish folk school in Michigan has been reincarnated; how the League of Girls Clubs sends out its "circuit riders"; projects in textbooks for adult immigrants well educated in their own tongues. We visualize the interplay of home, school and social agency—such as the circles of influence that go out from the Rosenwald School in a Georgia county seat.

Our semi-special on Education in June (edited by Beulah Amidon*) was packed with such concrete offerings and won us new friends; and our major series for the year interpreted what Professor Hart has called the outstanding project in community education in America—Penn School on the sea islands off the coast of South Carolina. As told by Rossa B. Cooley, the principal, the story was not only one of successive revolutions in educational method but the epic of a people, and Winold Reiss matched his Harlem city types for us with crayon portraits of these rural folk from life.

LIBERTY AND LEARNING, by Rossa B. Cooley
Major Series, Survey Graphic, 1927-8

A Mission of Love and Literacy	—January
How We Brought the Farms to School	—February
Acres for Class Rooms	—June
The Grown Folks Come to School	—August

During the past year the National Education Association, through its Educational Research Service, published four circulars listing and describing, for the information of its membership, articles on education published in "magazines of general circulation." The Survey ranked first in all four listings.

Ourselves

TO pin a story to the news (the verses on Courage written by a Boston settlement worker were reprinted from The Survey from Maine to California the month their author, Amelia Earhart, made her trans-Atlantic flight), to tie a problem to a familiar name, to reveal the underpinnings of some great mode of public concern, to catch the gleam of dis-

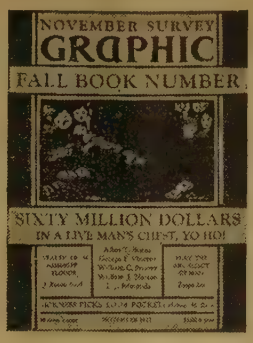
New Gypsy Trails

annual racial number

edited by
VICTOR WEYBRIGHT
SARA MERRILL
and CLARE EDGAR McLURE
collaborating

Contributions by

Irving Brown; Clare Edgar McLure; Steve Demitro; Lee McCann; Joská de Bábary; Ilya Tolstoy; Louise Rice; Esther Peck; Victor Weybright; W. E. Ross; Charles Turzak; E. F. Detterer; Electra Papadopoulos; Sara Merrill



Live Man's Chest

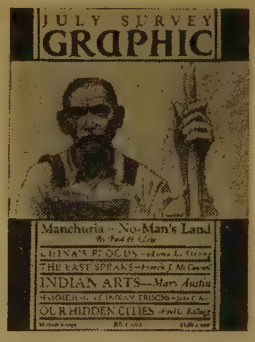
a semi-special number

[On the 10th anniversary of the community-chest movement, in collaboration with the Association of Community Chests and Councils]

Contributions by

George E. Vincent; William J. Norton; William Cooper Proctor; Allen T. Burns; J. Lionberger Davis; T. J. Edmonds; Jessie Willcox Smith

With follow-up articles in later issues by Pierce Williams, Joseph Lee, William J. Norton, Paul A. Schoellkopf



The East Is Calling

a quarter-special number

[In sequence to our annual racial number of 1926—East by West: The Human Problems that Rim the Pacific]

Manchuria: No Man's Land of Asia
By Paul H. Clyde

Young China Tackles the Flood
By Anna Louise Strong

Where the East Spoke Its Mind
By Francis J. McConnell

with two articles on the oldest racial group of the new world—the American Indian—by Mary Austin and John Collier

covery and make the most of it, to marshall the most constructive and winning experience we can find from the fields we cover—these can be conjured with in our practice of interpretation. But there is another, more intimate sleight-of-hand.

We have aimed a good deal of our stuff at ourselves. That was the secret of our Family number last December; of Michael Davis' series in which he brought down the economics of medicine to you and your doctor; of our November issue this month, with its discussion of savings and spendings. It was preeminently the secret of our special number last spring, edited by Mary Ross,* of which more copies were sold than any other issue of the year, and which dealt with the whole range of unanswered questions about emotional maturity, what it is and how it is to be achieved.

In this we are reckoning with the very real interest which all the magazines are reflecting in the problems of ordinary and individual people. The "I confess" motif, as Professor Whipple brought out, runs from the Atlantic and Harper's to the daily tabloids. But we are going at it from our own slant—the social currents set in motion by people's perplexities and aspirations, whether expressed in broken homes or doctors' bills, the future of their children or their stake in life; and these social currents illuminated by facts and collective experience rather than set forth merely on the ground of intimate individual experience. Can adults learn? See Thorndike or Cooley for research statistics or group experience. Why do marriages fail? See G. V. Hamilton or Mary McChristie.

The decade is one in which civic, political and social movements have given ground to other tendencies in the American scene. New crystallizations of common purpose may come. There are indications they are on the way; they may spring from the awarenesses of this new individualism which is so very much alive. The trend in social work itself is to stretch the philanthropic motive to a new inclusiveness. Its very realities give it a democratic texture. Everybody shares in sickness if not in poverty. Our health and educational programs are community-wide. And if in turn, the individual's consciousness of his own hopes and perplexities can be broadened out so that he sees them as part of the common experience, he will begin to think in terms of—ourselves.

Neighbors

THAT is what the World War did for Americans in the matter of international relations. We have wakened up to the fact that foreign policy is not foreign policy. It's us—on the out trail. Us—in a small world which we can't afford to leave alone. Us—in a world of men and women very much like ourselves, baffled with similar perplexities, stirred by kindred impulses. That is why a journal given over very largely to domestic affairs like The Survey, carries John Palmer Gavit's* monthly department—Through Neighbors' Doorways. That is the key to our annual racial numbers—whether they deal with the house next door or next-but-a-world-between.

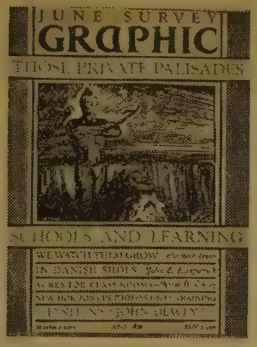
The Graphic Arts

WE have a magic lamp in our interpreter's outfit. We resort to the graphic arts at a time when the general magazines have many of them dropped pictures. We believe in visualization. Witness our employment of graphs, maps, old prints, posters, photographs of scenes and people, of moments from folk plays and motion pictures.

In Winold Reiss' crayons, Oscar Cesare's cartoons, Hendrik Van Loon's match drawings and Lewis Hine's work portraits, in Martha Bensley Bruère's cut-outs, Julius Lankes' woodcuts, Ralph Pearson's drawings, Helen Phelps' blacks and whites, Margaret Schloemann's linoleum blocks, we have not only struck out along original lines but their creators have had something to say which words would not have said so well.

Through the collaboration of painters, sculptors, etchers, and especially of the art galleries, Ann Reed (Brenner) Langstroth, Robert Hallowell, Sara Merrill and now Florence Kellogg have developed the graphic possibilities of The Survey. Of course art as such, like literature as such, is beyond our bounds. But where a work of art, or a group of such works, seems to us to have social significance as well as aesthetic, it becomes ours. During the past year, for example, we have featured James Chapin's farm and city types, Eugene Higgins' Irish peasants, Benito Quinquela Martin's industrial scenes, Martha Walter's Ellis Island immigrants and Mexican children, Elias Grossman's Jewish characters, Norah Hamilton's and Esther Peck's Gypsies in America, Morris Topchevsky's Mexican peons, Augustus Vincent Tack's murals of citizen and state, and George Laurence Nelson's murals for schools. In sculpture we have used Max Kalish's and Ber Coffet's workers, and Alexander Portnoff's American heads. As art features, these have not only contributed to the glamor of our issues but to their revelation of the drama of our times.

In addition we have reproduced occasional work that illuminated subjects treated in our text by such distinguished sculptors as Jacob Epstein, Maurice Sterne, Chester Beach; by outstand-



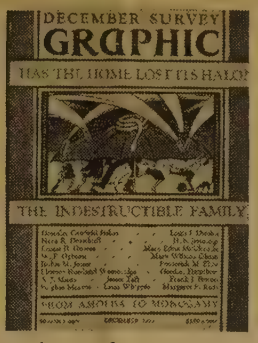
Schools and Learning

annual education number

edited by
BEULAH AMIDON

Contributions by

Jacob Epstein; Elizabeth Irwin; John E. Kirkpatrick; Ber Coffet; John Troxell; K. N. Llewellyn; Earle E. Eubank; E. George Payne; Fred C. Zapffe, M.D.; Annie W. Goodrich; Harry F. Ward; Louise Stanley; Leon Whipple; Rossa B. Cooley; Winold Reiss; Salvador de Madariaga



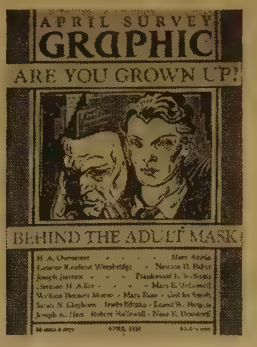
Family Life in America

a double special number
edited by
MARY ROSS

[In collaboration with the American Association for Organizing Family Social Work.]

Contributions by

Dorothy Canfield Fisher; Louis I. Dublin; H. S. Jennings; W. F. Ogburn; A. J. Muste; Jessie Taft; Neva R. Deardorff; Hughes Mearns; Mary Edna McChristie; Eleanor Rowland Wembridge; Frederick M. Eliot; Ernest R. Groves; Rufus M. Jones; Gordon Hamilton; Mary Willcox Glenn; Frank J. Bruno; Helen Phelps; J. J. Lankes



Grown-Ups

a special number

edited by
MARY ROSS

Contributions by

Oscar Cesare; Rockwell Kent; H. A. Overstreet; Mary Austin; Blanding Sloan; Frankwood E. Williams, M.D.; Alexander Portnoff; Ernest W. Burgess; Joseph K. Hart; Joseph Jastrow; Irwin Edman; Sarah N. Cleghorn; Neva R. Deardorff; Robert Hallowell; Herman M. Adler, M.D.; Mary Ross; Geddes Smith; E. L. Thorndike; Eleanor Rowland Wembridge; Mary E. McDowell; Newton D. Baker; William Bennett Munro; Augustus Vincent Tack

ing living artists such as George Luks, Georgia O'Keeffe, Ellen Emmet Rand, John C. Johansen, Rockwell Kent, Boardman Robinson, Emil Ganso, Käthe Kollwitz; and great artists no longer living, such as Manet, Daumier, Thomas Eakins, George Bellows.

We Scored

ONE proof of the pudding is in who tastes the string—the committee of librarians, for instance, who regularly make up a list of what they regard as the "10 Outstanding Articles of the Month." Here we must compete with magazines whose scope far outranges ours in its appeal to public interest. Last summer those librarians seem to have had a blind spot, but they were open-eyed and discriminating the first eight months of the publishing year when we scored nine times!

November	—When Sickness Hits the Pocketbook	—Michael M. Davis
December	—Our Social Heritage	—W. F. Ogburn
January	—Selective Patriotism	—Carl Van Doren
February	—Where Does Ireland Stand?	—Francis Hackett
March	—SatEvePost	—Leon Whipple
	—When Mass Production Stalls	—Paul U. Kellogg
April	—Adolescent America	—William Bennett Munro
May	—Doctor's Kit of Tools	—Michael M. Davis
June	—Those Private Palisades	—Loula D. Lasker

Publishing Showings

THE effectiveness of our work of interpretation depends not alone on its sources in research or experience, or on its showman techniques. It hangs on the competence of Survey Associates as a cooperative publishing body to win and hold readers for our periodicals. Whether because of the business situation, or the preoccupation of people with politics election year, or our own limitations, we fell short of our objectives; but are glad to have held our own—and then some.

In the early days in Michigan lumbering there was a saying that a yard-hand could pile boards, knots up, so that they looked like culls; or knots down, so that they equally misrepresented the run of the mill.

Knots up, our showings are these. We wrote 14,861 twice-a-month subscriptions to The Survey, bringing in $60,421 (a shrinkage of well toward $3,000). We wrote 6,309 Graphic monthly subscriptions, bringing in $13,838, or slightly more than last year. On the newsstands, we sold 13,168 copies, or 5,068 more than the year before, but we dropped around $3,000 in the process.

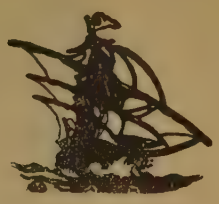
Knots down, our showings are these: the October, 1928, Survey Graphic was mailed to 22,601 paid subscribers (joint and monthly lists combined), against 21,912 for October, 1927; or a net gain of 3% for the year. Of these 6,745 were Graphic monthly subscribers, a net gain of over 22%. At the height of the season we had 7,505 paid monthly subscribers, and the May Graphic was mailed to a combined paid subscription list of 25,082. Subscriptions and sales of our November Graphic reached 32,091 (the Community Chest number with its quantity orders for 8,718 copies). Our average net paid circulation (including newsstands and sales) over six months, January through June, rose to 25,460.

This steady showing above the 25,000 mark has had its effect on advertising. The year was the best in our history—an increase of $3,753 in advertising written, at the hands of Mary Anderson and her assistants. Our fall book number (1927) set a new record for advertising carried. Our spring book number (1928) ran over it. Our gain in pages carried for the year was 41+.

While our receipts from new subscriptions, joint and monthly, were $1,941 less than last year, they cost $4,372 less. Investment was more economical and effective. Our joint subscriptions have been built up during the past six or seven years by solicitations at meetings and conferences of professional groups. This type of promotion has reached a saturation point among the groups concerned and explains in part the relatively poorer showing in new joint subscriptions. However, the field work was so deftly carried on by Mollie Condon and her staff in the face of this changed situation that the net profit from the year's work was $1064—or nearly double the year before. In the 12 months ahead, emphasis will be put on intensive work among prospects outside these professional groupings.

In 1926-7 we based our Graphic promotion campaign on cheap short-term offers—six months for $1. This brought quick returns, but the falling off at the end of the six months was heavy. In 1927-8 our emphasis was on full-year trial offers at $2; and post-cards were used instead of circulars; so that a total of half a million pieces of mail went out, double the quantity and at reduced cost. While the number written was slightly less, the receipts went up $1,000 and the longer term subscribers will, we believe, "stick."

Our total publishing earnings for 1927-8—upwards of $110,000—which John D. Kenderdine reports as business manager, match those of 1927-8 and continue to bear roughly the proportion of 11 to 9 toward our net from contributed funds.



Survey Associates, Inc.

112 East 19 Street, New York

a membership corporation, chartered November 4, 1912, without shares or stockholders, under the laws of the State of New York,

"to advance the cause of constructive philanthropy by the publication and circulation of books, pamphlets and periodicals, and by conducting any investigation useful or necessary for the preparation thereof."

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FINANCIAL STATEMENTS

For the Fiscal Year: October 1, 1927 — September 30, 1928

1927-8 in a Nut-Shell

Memberships and Contributions

General Educational Fund	$51,897	
Special Funds	9,105	
Graphic Founders Fund	38,886	
Total Contributions to Educational Funds	$99,888	
Less $5 allocations to subscription receipts	9,315	
Net Contributions to Educational Funds		$90,573.00

Publishing Receipts

Survey Midmonthly	$40,237.72	
Survey Graphic	70,231.37	
Total Publishing Receipts		110,469.09
Total Revenue for the year		$201,042.09

Disbursements

Association Account	$39,453.26	
Publication Accounts:		
I. Survey Midmonthly	$52,285.91	
II. Survey Graphic	107,725.97	
	160,011.88	
Total Disbursements for the year		199,465.14
Total Surplus* for the year		$1,576.95

* General Fund $225.02; Foreign Service Fund $60.53; Graphic Founders Fund $1,291.40.

Our Working Scheme

Ours is a new kind of educational institution on the borderland of research and journalism.

We are building it not around lecture halls but around periodicals projected as carriers of social intelligence.

We are organized as a membership body, and in sixteen years have come to muster well toward 2,000 members. These include men and women of widely differing points of view who find a common basis for cooperation not in editorial positions taken but in well-defined educational functions.

Through our periodicals and the staff work that goes into them, we chronicle, investigate, interpret; pool experience and invention; afford a forum for discussion; spread understanding. The Survey is issued in two distinct units:

SURVEY MIDMONTHLY: an exchange for social work and experience.

SURVEY GRAPHIC: the first of each month, swinging the full arc of the professions and engaging a wider public as a separate monthly magazine.

Beginning with our $10, $25, $50 and $100 membership classes, contributions to the educational activities of Survey Associates range as high as $5,000 and mount close to $100,000 a year. Current income, this, from what we call our "living endowment," based on the sustained interest and fresh decisions of the individual reader-contributor-member. A steadily dwindling proportion is absorbed in maintenance. Well toward half is invested in promoting the growth of our journals which now have a net paid circulation of 25,000. A slowly increasing share is free for employment in work of research and interpretation.

We have reached the point where every dollar in contributions is matched by a dollar in publishing revenue. From each contribution we allocate the regular $5 subscription to publishing receipts; bringing the ratio to 11 to 9.

We account for all contributions in the following:

EDUCATIONAL FUNDS

GENERAL FUND — (Including annual membership classes), built up from year to year by contributions to the general purposes of Survey Associates; applicable to all accounts and undergirding all operations.

SPECIAL FUNDS—contributions to special "desks" to carry on inquiry and interpretation in fields designated.

GRAPHIC FOUNDERS FUND—contributions made to the development of Survey Graphic as an adventure in adult education; now in its second four-year term.

CHARLES M. CABOT FUND—a restricted fund entrusted to Survey Associates in the industrial field.

We present the year's operations in three balanced accounts—to all of which, in projecting and clearing the year's work, we make appropriations from our Educational Funds.

OPERATING ACCOUNTS

Association Account: Embracing the general operations of Survey Associates as a cooperative educational society. It includes our membership department and the upkeep of research-editorial desks in specialized fields. We apply to the latter contributions made to Special Funds toward their maintenance; and make appropriation from our General Fund to the account as a whole.

Publishing Accounts: I. Survey Midmonthly and II. Survey Graphic; each unit set off so that it can be looked at by itself. The joint $5 annual subscription covers both Midmonthly and Graphic numbers. Joint circulation expenditures and receipts are split between the two accounts. The Graphic numbers are also distributed separately as an illustrated monthly at $3 under the designation Survey Graphic. Each publishing unit is charged with its appropriate disbursements and credited with the business income it earns. Our General Fund is drawn on for the Midmonthly; our Founders Fund for the Graphic.

Administration expenses (rent, bookkeeping, insurance, equipment, upkeep, interest on bank loans, executive salaries) are spread over all three accounts, one-third to each.

EDUCATIONAL FUNDS

Acknowledgments on pages 261-71

GENERAL FUND	Total Contrib.	Net* Contrib.	Appropriations	Balances
Current Contributions 1927-8				
Membership Classes				
$10 Cooperating Members	$12,880	$ 6,440		
$25 Sustaining "	7,350	5,920		
$50 Contributing "	4,400	3,970		
$100 Contributing "	7,700	7,325		
From these four classes	$32,330	$23,655		
Large Contributions	18,850	18,725		
Unclassified Contributions	717	592		
Total to General Fund 1927-8	$51,897			
Less allocations to subscription receipts*	8,925			
Net Contributions General Fund		$42,972		
Appropriations therefrom				
To Association Account			$30,698.79	
To Midmonthly Account			12,048.19	
Total Current Appropriations			$42,746.98	
Balance for year				$225.02
Add Balance October 1, 1927				571.60
				$796.62
Less unfulfilled pledges 1926-7				185.00
Balance September 30, 1928				$611.62
SPECIAL FUNDS				
Current Contributions 1927-8				
Industry	$ 3,915	$ 3,825	$ 3,825.00	
Foreign Service	2,605	2,520	2,459.47	$ 60.53
Health	1,065	995	995.00	
Social Practice	1,370	1,335	1,335.00	
Education	150	140	140.00	
Total to Special Funds, 1927-8	$ 9,105			
Less allocations to subscription receipts	290			
Net Contributions, Specials Funds		$ 8,815		
Appropriations to respective departments			$ 8,754.47	
Balance Sept. 30, 1928 (Foreign Service)				$ 60.53
GRAPHIC FOUNDERS FUND				
Current Contributions 1927-8				
Founders	$33,886	$33,791		
Grant (Twentieth Century Fund)	5,000	4,995		
Total Graphic Fund 1927-8	$38,886			
Less allocations to subscription receipts	100			
Net Contributions Graphic Fund		$38,786		
Appropriation to Graphic Account			$37,494.60	
Balance for year				$ 1,291.40
Deficit October 1, 1927				(2,741.61)
Deficit September 30, 1928				($ 1,450.21)
GENERAL, SPECIAL AND GRAPHIC COMBINED				
Total Contributions 1927-8	$99,888			
Less allocations	9,315			
Net Contributions		$90,573		
Less appropriations			$88,996.05	
Surplus for year				$ 1,576 95
Net Deficit September 30, 1928				($ 778.06)
CHARLES M. CABOT FUND				
In hand October 1, 1927				$10,362 99
Accrued Interest 1927-8				456.71
Balance in hand September 30, 1928				$10,819.70

OPERATING ACCOUNTS

Summary of 1927-8

Appropriations	Association Account	Publishing Accounts Midmonthly	Publishing Accounts Graphic	Combined
From General Fund to	$30,698.79	$12,048.19		$42,746.98
From Special Funds to	8,754.47			8,754.47
From Graphic Fund to			$37,494.60	37,494.60
Total Appropriations	$39,453.26	$12,048.19	$37,494.60	$88,996.05
Publishing Receipts		40,237.72	70,231.37	110,469.09
Total Revenue	$39,453.26	$52,285.91	$107,725.97	$199,465.14
Total Disbursements	39,453.26	52,285.91	107,725.97	199,465.14

ASSOCIATION ACCOUNT

Revenue

We credited this account with appropriations from our Special Funds		$ 8,754.47
Drew on our General Fund for the remainder		30,698.79
Total Revenue, Association Account		$39,453.26

Disbursements

We charged against this account		
One-third of administration (1/3 $19,782.72)		6,594.24
The expenses of our Membership Department		12,360.34
Editorial-Research activities		
One-third of editorial overhead (1/3 $12,014.94)	$4,004.98	
The special departmental "desks" and the work of inquiry, digest and interpretation attached to them—		
Industry	$3,913.16	
Health	3,531.30	
Communities	1,849.17	
Social Practice	2,269.11	
Education	2,471.49	
Foreign Service	2,459.47	16,493.70 20,498.68
Total Disbursements, Association Account		$39,453.26

* Memberships and contributions include a regular subscription to The Survey; and $5 is allocated from each to our joint subscription receipts.

PUBLISHING ACCOUNTS

I. MIDMONTHLY ACCOUNT

Revenue

We credited the Midmonthly:		
With one-half the receipts from regular $5 twice-a-month subscriptions:		
New subscriptions	$22,723.23	
Renewal subscriptions	37,698.28	
1/2 of $60,421.51		$30,210.75
With one-half the $5 allocated to cover the regular subscription of each member or contributor (1/2 of $9,315)		4,657.50
With sales of single copies, bundles, etc.		680.01
Thus the Midmonthly circulation receipts amounted to		$35,548.26
With advertising carried in the Midmonthly		4,053.57
With one-half our net receipts from jobbing—books, reprints, etc. (1/2 of $219.54)		109.77
With one-third of discounts earned by prompt payments for publishing supplies and services (1/3 of $1,578.38)		526.12
Bringing the Midmonthly's total publishing receipts to		$40,237.72
We drew on our General Fund to balance the account		12,048.19
Total Revenue, Midmonthly account		$52,285.91

Disbursements

We charged against the Midmonthly publishing account:		
One-third of administration		$ 6,594.24
One-third of our editorial overhead	$ 4,004.98	
Direct editorial outlay for the Midmonthly (manuscripts are gifts), and half the managing editor's office	7,777.67	11,782.65
The cost of paper, type-setting, press work, binding, wrapping, addressing and mailing that went into manufacturing and distributing the Midmonthly unit		16,680.51
One-third the routine cost of handling and billing twice-a-month subscriptions (1/3 of $9,897.03)		3,299.01
The cost of soliciting and printing the advertising carried		3,214.74
And one-half our investment in circulation and field work to promote extension of twice-a-month subscriptions		10,714.76
Total Disbursements, Midmonthly Account		$52,285.91

II. GRAPHIC ACCOUNT

Revenue

We credited the Graphic:		
With one-half the receipts from regular twice-a-month subscriptions, as in the case of the Midmonthly		$30,210.76
With receipts from monthly subscriptions to Survey Graphic:		
New	$8,080.31	
Renewal	5,757.89	13,838.20
With one-half the allocations from memberships and contributions		4,657.50
With Survey Graphic newsstand sales	$ 945.11	
With quantity sales	3,351.06	4,296.17
Thus circulation receipts for the Graphic amounted to		$53,002 63
With one-half our net receipts from jobbing		109.77
With two-thirds of discounts earned		1,052.26
Advertising carried in the Graphic		16,066.71
Bringing the Graphic's total publishing receipts to		$70,231.37
We drew on the Founders Fund to balance the account		37,494.60
This appropriation may be conceived as applied		
To investment in circulation promotion	$33,839.44	
To maintenance	3,655.16	
	$37,494.60	
Total Revenue, Graphic account		$107,725.97

Disbursements

We charged against the Graphic publishing account:		
One-third administration		$ 6,594.24
One-third of editorial overhead	$ 4,004.98	
Direct editorial outlay for the Graphic, manuscripts, illustrations and half the managing editor's office	13,993.81	17,998.79
Manufacturing and distributing costs of the Graphic unit		28,791.39
Two-thirds the routine cost of handling and billing twice-a-month subscriptions; full routine of monthly subscriptions		6,598.02
The cost of soliciting and printing advertising carried		13,904.09
Investment in new circulation:		
In promoting twice-a-month subscriptions (one-half)	$10,714.76	
In promoting Graphic monthly subscriptions	16,976.62	
In marketing (and wasting) copies on newsstands	4,299 66	
In marketing (and printing) quantity orders	1,848.40	33,839.44
Total Disbursements, Graphic Account		$107,725.97

Recapitulation of Publishing Accounts

	Midmonthly	Graphic	Combined
Joint twice-a-month subscriptions	$30,210.75	$30,210.76	$60,421.51
Monthly subscriptions		13,838.20	13,838.20
Allocations from membership and contributions	4,657.50	4,657.50	9,315.00
Net from bulk sales	680.01	3,351.06	4,031.07
Newsstands		945.11	945.11
Total Circulation Receipts	$35,548.26	$53,002 63	$88,550.89
Advertising	4,053.57	16,066.71	20,120.28
Net from jobbing	109.77	109.77	219.54
Discounts earned	526.12	1,052.26	1,578.38
Total Publishing Receipts	$40,237.72	$70,231.37	$110,469.09
Contributions to Educational Funds:			
Applied to maintenance	1,333.43	3,655.16	4,988.59
Applied to circulation investment	10,714.76	33,839.44	44,554.20
	$12,048.19	$37,494.60	$49,542.79
Total Revenue	$52,285.91	$107,725.97	$160,011.88
Total Disbursements	52,285.91	107,725.97	160,011.88

CERTIFICATE OF AUDIT

We have audited the accounts of Survey Associates, Inc., for the year ended September 30, 1928, and certify that the foregoing statements are correct. (Signed) HASKINS & SELLS.
October 25, 1928.

Membership Roster

Acknowledgment of Contributions Made to the Educational Funds of Survey Associates for the Fiscal Year 1927-1928

Graphic Founders Fund

($38,886)

Leach, Mrs. Henry G.	$3,000	*°Lewisohn, Adolph & Sam A.	750
Pratt, George D.	3,000	*Warburg, Paul M.	700
*Rosenwald, Julius	3,000	‡Harmon, William E.	636
Fels, Samuel S.	3,000	*Chamberlain, Miss Ellen S.	500
°°Macy, V. Everit	2,000	*°de Forest, Robert W.	500
*Elmhirst, Mrs. Leonard K.	1,500	*Eastman, Mr. & Mrs. Lucius R.	500
Bamberger, Louis	1,000	Goldman, Henry	500
°Bing, Alexander M.	1,000	Ittleson, Henry	500
Blaine, Mrs. Emmons	1,000	Keith Fund	500
Chadbourne, Thomas L.	1,000	°°Lamont, Mr. & Mrs. T. W.	500
Elkins, William M.	1,000	Lasker, Miss Loula D.	500
Haynes, Dr. John R.	1,000	*Swift, Harold H.	500
McCready, Mrs. Caroline P.	1,000	Seager, Henry R.	300
Morrow, Dwight W.	1,000	Rosenberg, Max L.	250
Sachs, Arthur	1,000	Sibley, Miss Florence	250
*Warburg, Felix M.	1,000		
Winter, Benjamin	1,000		

Grant: Twentieth Century Fund, Boston..... 5,000

Special Funds

($9,105)

Industry Fund

($3,915)

†Bing, Alexander M.	$500	Robins, Mrs. Raymond	100
†Fels, Samuel S.	500	°Scattergood, Miss Margaret	100
†°Macy, V. Everit	500	*Schwarzenbach, Robert J. F.	100
Brandeis, Justice & Mrs. Louis D.	400	Anonymous	50
Cutting, R. Fulton	250	*Davis, J. Lionberger	50
Filene, A. Lincoln	250	Farnam, Henry W.	50
Ittleson, Mrs. Henry	250	*°Jones, Miss Myrta L.	50
†°Lewisohn, Sam A.	250	Weyl, Mrs. Walter E.	50
Draper, Ernest G.	100	Abbott, Henry H	25
Evans, Mrs. Glendower	100	Anderson, F. V. (In Memoriam)	10
Huyck, Edmund N.	100	Beard, Charles A.	10
Mallery, Otto T.	100	Cooke, Morris Llewellyn	10
Prendergast, William A.	10		

Foreign Service Fund

($2,605)

*†Lamont, Mr. & Mrs. T. W.	$500	°Scattergood, Miss Margaret	100
*Morrow, Mrs. Dwight W.	500	Schiff, Mrs. Jacob H.	100
Lamont, Thomas S.	250	Anonymous	50
Scattergood, Mrs. Thomas	200	*Chadbourne, William Merriam	50
*Chamberlain, Joseph P.	100	Scattergood, J. Henry	50
Dodge, Mrs. Cleveland H.	100	Leeds, Morris E.	25
Forbes, Mrs J. Malcolm	100	Thomas, Arthur H.	25
Gamble, Mrs. D. B.	100	Evans, Mr. & Mrs. Harold	10
James, Mrs. Henry	100	*LaMonte, Mrs. G. M.	10
Ollesheimer, Mrs. Henry (In Memoriam)	100	Maier, Paul D. I.	10
Preston, Miss Evelyn	100	Rhoads, Charles J.	10
		Rhoads, George A.	10
		*Ilich, Julius	5

Social Practice Fund

($1,370)

†°de Forest, Robert W.	$1,000	Children's Bureau, Phila.	25
Post, James H.	250	Seybert Institution, Phila.	25
Charity Organization Society, Buffalo	25	Family Service Society, New Orleans	10
Children's Aid Society of Pa.	25	Jewish Social Service Association, New York	10

Health Fund

($1,065)

Trust, Thomas Thompson	$500	Committee for the Care of Jewish Tuberculous	25
Forbes, Dr. Alexander	100	Wald, Miss Lillian D.	25
Naumburg, Mrs. Walter W.	75	Sheldon, Mrs. Henry	15
Mason, Miss Fanny P.	50	Bernheim, Dr. Alice R.	10
Milliken, Mrs. Seth M.	50	Dr. Goodale, Walter S.	10
°Potter, Miss Blanche	50	Haskell, Mrs. John A.	10
State Charities Aid Association, New York	50	Maternity Center Association, New York	10
°Wile, Dr. Ira S.	50	Thwing, Mrs. C. F.	10
°°Jones, Miss Myrta L.	25		

Education Fund

($150)

Loeb, Jacob M.	$100
Eddy, L. J.	50

KEY: * Gave also to other classifications under General Fund
† Gave also to Graphic Founders Fund
° Gave also Special Funds ‡ Deceased

General Educational Fund

($51,897)

Large Contributions

($18,850)

Milbank Memorial Fund	$5,000	Lasker, Miss Florina and Mr. Edward and Mrs. Rosensohn	500
°Chamberlain, Joseph P.	1,000	Lee, Joseph	500
†°de Forest, Robert W.	1,000	°†Macy, V. Everit	500
†Elmhirst, Mrs. Leonard K.	1,000	Vogelstein, Ludwig	500
Fuld, Felix	1,000	†Warburg, Felix M.	500
Lehman, Col. Herbert H.	1,000	Woodward, Dr. George	500
Mather, Samuel	1,000	Anonymous	400
†Rosenwald, Julius	1,000	‡Burnham, Miss Mary A.	250
Bodine, Samuel T.	500	‡Hart, Max	250
Cabot, Dr. Richard C.	500	Moors, John F.	250
†Eastman, Mr. & Mrs. Lucius R.	500	Volker, William	250
°†Lamont, Mr. & Mrs. T. W.	500	Webster, Edwin S.	250
		Eckstein, Louis	200

Unclassified

($717)

Asher, L. E.	$75	Liveright, Mrs. Alice F.	15
McAlpin, C. W.	75	Porter, Rev. L. C.	15
Baldwin, Mrs. Ruth Standish	40	Purdy, Lawson	15
Anonymous	34	*Barus, Mr. & Mrs. Maxwell	10
*Ives, Mrs. D. O.	30	*Campbell, Miss Elizabeth A.	10
Johnson, Mrs. Edward J.	30	*Castle, Miss H. E. A.	10
Holden, Arthur C.	20	*Childs, R. S.	10
Nagle, Mrs. Ellen R.	20	*Cochran, Miss Fanny T.	10
Alger, Mrs. George W.	15	Dewar, Miss Katharine C.	10
Baldwin, Miss Rachel	15	*Frazier, Dr. Charles M.	10
Becker, James H.	15	*Gavisk, Rev. Francis H.	10
Brewer, Mr. & Mrs. Joseph	15	*Jewett, Miss Alice Natalie	10
Bunce, Alexander	15	*Menken, Mrs. M.	10
Dodge, Percival	15	*Sage, Dean	10
Donaldson, Mrs. Henry H.	15	*Traiser, Charles H.	10
Franklin, Miss Mary	15	*Van Kleeck, Miss Mary	10
Gilmore, Miss Marcia	15	Campbell, Mrs. Ruby D.	8
Harper, J. C.	15	*Harrison, Shelby M.	5
Hillerd, Miss Mary R.	15	*Lattimer, Gardner	5
Holt, Mrs. L. E.	15	*Sturgis, Miss L. C.	5
King, Mrs. Clarence	15	*Tapley, Miss Alice	5

Finance and Membership

IN total contributions, John P. Gavit, secretary, Mary Katz, registrar, make report of $99,888 for the year—an increase of $876 and within a few dollars of the hundred thousand mark.

1927-8 was the third year of the second 4-year term of the Graphic Founders Fund which we projected on a descending scale. We count on publishing receipts gradually to meet maintenance charges; so that in a third 4-year term the reduced Founders Fund may be applied solely to investment and growth. Contributions to the Founders Fund were $3,318 less than the year before; the Graphic account absorbed $3,718 less; and we had a surplus of $1,291.40, all but cutting in two an overhanging deficit of $2,741, dating back to the precarious years in which we launched our illustrated monthly.

Meanwhile contributions to our General Fund reached a new level in 1927-8—topping $50,000. Of this, $5,000 was a grant from the Milbank Foundation, matching that of equal amount made to the Graphic by the Twentieth Century Fund.

Our membership roster carries 1,863 names—a decrease of 87. The falling off in numbers is in new recruits; extension work was carried on only six months. We are entering upon a full year's program for 1928-9.

Membership Classes	1926-7		1927-8	
$10 Co-ops. (Ren.)	1,080		1,148	
(New)	262	1,342	139	1,287
$25 Sus. Subs.		314		294
$50 Contribs.		94		88
$100 "		78		77
		1,828		1,746
All members		1,950		1,863

The sustained backing of members and contributors—some of them reaching back for the full 16 years of Survey Associates—is decidedly encouraging in the steady development of our "living endowment."

Thanks to a final muster of members and contributors in late September, we closed this, our sixteenth year, with a clean slate as for the fifteen years preceding; and have a tiny balance in our General Fund. [Page 267]

General Fund: Membership Classes

($32,330)

$100 Contributing Members

($7,700)

Abrons, Louis W.
Ansbacher, David A.
Austin, Chellis A.
Baldwin, William D.
Barbey, Henry G.
Blumenthal, George
Bowen, Mrs. Joseph T.
Brunswick, Mrs. Emanuel
Burlingham, C. C.
*Bush, W. T.
Castle, Mrs. George P.
Colvin, Miss Catharine
Converse, Miss Mary E.
Cook, Alfred A.
Crane, C. K.
Cravath, Paul D.
Curtis, Miss Frances G.
Cushing, O. K.
DeSilver, Mrs. Albert
Eidlitz, Otto M.
Erlanger, Abraham
Flexner, Bernard
Ford, Mrs. Bruce
Goff, Frederick H. (In Memoriam)
Hazard, Miss Caroline
Humphrey, D. S.
Ingersoll, Mrs. Raymond V.
Jackson, Miss Mary Louisa
Kahn, Otto H.
Kellogg, Paul U.
LaMonte, George V.
Leffingwell, Russell
Lehman, Judge & Mrs. Irving
Levy, Mrs. David
Lewis, Mrs. Theodore J.
†*Lewisohn, Sam A.
Lit, Jacob D.
McGregor, Tracy W.
McMurtrie, Miss Ellen
Mack, Judge Julian W.
Mack, Mrs. Julian W.
Mason, Miss Ida M.
May, Herbert L.
May, Mr. & Mrs. Walter A.
Merriam, Mrs. W. H.
Meyer, Alfred C.
Morss, Mrs. Everett
Morley, Frederick H. (In Memoriam)
Newborg, Moses
Paddock, Bishop & Mrs. Robert L.
Peabody, Rev. Endicott
Pick, George
Pope, Mrs. Willard
Rhoads, Mrs. Charles J.
Rosenthal, Lessing
Rosenwald, Lessing
Rounds, R. S.
*Rumsey, Mrs. D. P.
Sapiro, Aaron L.
Schaffner, Joseph (In Memoriam)
Schroeder, Hyman
Scripps, Miss E. B.
Selling, Ben
Shaffner, Charles
Sherwin, Miss Belle
Simon, Robert E.
Stern, Mr. & Mrs. Alfred K.
†Swift, Harold H.
Thum, William
Torsch, E. L.
Upson, Mrs. H. S.
Waldheim, Aaron
†Warburg, Paul M.
Weeks, Rufus W.
Wilkie, John L.
Winkler, Eli
Young, Owen D.

$50 Contributing Members

($4,400)

Adams, Benton E.
Bacharach, Mrs. S.
Baldwin, Arthur D.
Belknap, Mrs. M. B.
Bonnell, Mrs. Henry H.
Brewer, Franklin N.
‡Brooks, Miss Bertha G.
Bucher, Mrs. E. S.
Buckstaff, Mrs. Florence G.
Burnham, E. Lewis
Carter, Richard
‡Chamberlain, Mrs. Joseph P.
Chapin, Miss Caroline B.
Cole, Mrs. Arthur H.
Cope, Mrs. Walter
*Davis, J. Lionberger
Davis, James
Dayton Bureau of Community Service & Community Chest
Doyle, Nicholas A.
Dreier, Miss Mary E.
du Pont, Mrs. Coleman
Egan, Martin
Earle, Mrs. E. P.
Eisendrath, Mrs. Joseph N.
"F."
Fletcher, Peter
Florsheim, Milton S.
Frank, Walter
Gannett, Mrs. William C.
Giles, Miss Anne H.
Goldsmith, Mrs. Alfred
Griffith, Miss Alice S.
Hallowell, Mrs. F. W.
Hersloff, Mrs. N. B.
Hilton, George
Hopkins, W. R.
House, Col. E. M.
Howe, Mrs. F. J.
Huyck, Mrs. F. C.
Ingraham, Mrs. H. C. M.
Kane, Francis Fisher
Kelley, Nicholas
Kellogg, Arthur
Kellogg, L. O.
Kennedy, F. L.
Koshland, Mrs. Marcus S.
Lasker, Mr. & Mrs. Albert D.
Levy, Edgar A.
Lewisohn, Miss Alice
Lewisohn, Miss Irene
Ludington, Miss Katharine
MacLeish, Mrs. A.
Mack, J. W.
Madeira, Mrs. L. C.
Marston, George W.
Mary Hillard Society
Milbank, Albert G.
Miller, Miss Arabella H.
Moore, Miss Alice E.
Moors, Mrs. John F.
°Morrow, Mrs. Dwight W.
Morse, Mr. & Mrs. H. M.
Newborg, Mrs. M.
Norman, Edward A.
Paine, Miss Helen
Pfeiffer, Curt G.
Polk, Frank L.
Pope, Willard
°Potter, Miss Blanche
Potts, Thomas C.
Pratt, George D., Jr.
Rosenfeld, Mrs. M. C.
Rothermel, John J.
Sayre, J. N.
Schaffner, Joseph Halle
Schaffner, Robert C.
°Schwarzenbach, Robert J. F.
Seaman, Irving
Seaver, Benjamin F.
Spingarn, J. E.
Stern, David B.
Stewart, James Lyle
Straus, Mrs. H. Grant
Vincent, George E.
Waid, D. E.
Wilcox, Ansley
°Wile, Dr. Ira S.
Wittmer, Henry

$25 Sustaining Members

($7,350)

ABBOTT, Mrs. Henry H.
*Acheson, M. W., Jr.
Allen, Mrs. Ethel Richardson
Allerton, Miss Ida M.
Anonymous
Anonymous
Anonymous
Athey, Mrs. C. N.

BAKER, Mrs. Horace Forbes
Baldwin, Mrs. H. P.
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